A Quaker Ministry on Sexual Abuse and Interpersonal Violence: An Historical Notebook from University Friends Meeting, Seattle, 2002 to 2013

The historical notebook is organized into the following 4 sections:

1. Current conditions, agreements, safety plans, and handouts used by the UniversityFriends Meeting (UFM) to provide for the safety of our children, care for survivors of abuse, and support for known sex offenders on their spiritual journey. In addition to the current versions, the past versions are included in chronological order. These are the primary materials produced and used by the meeting for the ministry on sexual abuse and interpersonal violence.

2. Projects run by UFM to care for survivors of sexual abuse and interpersonal violence.

3. A historical catalog of communications, minutes, reports, and proposals written by UFM Business Meeting, committees, and subcommittees during the process of developing the ministry on sexual abuse and interpersonal violence.

4. Background materials used by UFM to understand and approach the ministry on sexual abuse and interpersonal violence.

Note: all references to the perpetrator's name have been changed to “Steve1” or “Steve1 Smith” and “Steve2” and “Steve2 Smith”. 
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Introduction

In early 2002 a new attender informed University Friends Meeting that he was a sex offender against children and was in a treatment program that required his involvement in a religious community. Thus began the 10 year development of the ministry to survivors and offenders. It was not the first time that an offender asked to attend meeting. But it was the first time Meeting agreed to allow the offender to attend.

A sexual abuse ministry is a challenging ministry. It does not have the moral clarity of anti-slavery or anti-war work. It is not obviously connected to the traditional concerns of Quakers such as simplicity or nonviolence. And our own relationship with sexuality and sexual offence is powerful and complex enough to make simple, direct, and right action difficult to achieve. A sexual abuse ministry often leaves us in a gray area of competing and conflicting beliefs and goals. Are we protecting our children or assuaging our fears? Can our actions achieve an end or are we taken in by the goals of the predator?

University Friends Meeting was lucky during this process. The Clerk of Oversight was a therapist. Also on Oversight was a therapist who specialized in survivors of sexual abuse. The offender was not a predator and had few social graces with which to cover his flaws. Some survivors stood up and said the ministry was the right thing to do. It’s not that it was easy nor was it that the meeting did not lose members over the ministry. It’s that the meeting had the resources to discern the issues and the support to pursue a ministry. Taking on the ministry was within the abilities of the meeting.

With these resources and support the meeting was able to focus on the three priorities of the ministry:

1. Make sure the children were safe
2. Minister to the needs of survivors
3. Support the offender on his spiritual journey

This notebook is the historical record of what UFM did in order to achieve these priorities - the safety plans, resource notebooks, care projects, healing workshops, educational presentations, informational flyers, bulletin announcements, chaperone agreements, and conditions for participation - and the communication that occurred in meeting for business that instigated and coordinated these materials.

Quakers are not a speedy lot. But they do take the time and listen to the many points of view that people express when being led by the spirit. In the case of the sexual abuse ministry this led, eventually and in the end, to a ministry that is far beyond what any of us is capable of and led us to grow in ways we did not understand when we started.
With respect to this notebook, many thanks are due to Diane St. Marie. Because of her habit of collecting documents and her persistence in building this notebook we have a valuable record to share with future Quakers and other religious organizations who have not yet taken on a sexual abuse ministry and would like to see the details of how a religious organization handled it.

Reed Koch, 2013
UFM Conditions, Agreements, Safety Plans, and Handouts
UFM Conditions for Participation
2012 UFM Conditions for Participation
Approved by UFM Business Meeting 2012/04

What Steve1 May Participate In
Steve1 may participate in any University Friends Meeting activity so long as he meets the responsibilities described in this document.

Steve1’s Responsibilities
1. I will come onto University Friends property and participate in UFM activities only under the conditions the Meeting has set.
2. I will find members or attenders of UFM who will be willing to be my chaperones and I will submit their names to Oversight committee or a subcommittee designated by Oversight after they have been approved by the Department of Corrections.
3. I will arrange in advance to have one or more approved chaperones for all University Friends Meeting events.
4. I will stay within my chaperone’s supervision at all times, arranging smoke breaks and trips to the restroom under the chaperone’s supervision.
5. I will not visit or go to the home of any member or attender of UFM where children (under 18) are present, unless accompanied by a chaperone and with the parents’ knowledge of my sexual offense.
6. I understand that chaperones will report any failure to keep my contract to Oversight Committee and I accept these conditions on my participation in the University Friends community.

Consequences for Violations
If Steve1 violates any of the UFM conditions:

1. The chaperone will tell him to leave the campus and will report the incident to the Clerk of Oversight within 24 hours;
2. The Oversight Committee will impose consequences that it deems appropriate for the violation;
3. If the violation involves rules set by the Department of Corrections, Oversight will report it to his community corrections officer;
4. Oversight will make a report on the incident and its resolution at the next business meeting after Oversight has resolved the violation.

Meeting Responsibilities
1. Oversight will organize and be responsible for a committee that oversees compliance, by Steve1 and UFM, with the guidelines outlined in this document. (Business Meeting, January 2011)
2. Steve1’s committee will approve Steve1’s chaperones. (Business Meeting, October 2003, revised January 2011) (see, Circle of Accountability and Support, approved October 2011).

3. Steve1’s committee will make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. (Business Meeting, October 2003, revised January 2011)

4. A chaperone will meet Steve1 when he first arrives at the UFM campus or at the location of an off-campus activity. A new chaperone may take responsibility by meeting Steve1 and the previous chaperone at a predetermined location. (Business Meeting: October 2003, Revised February, 2007, Revised January 2011, and April 2012)

5. Oversight will bring an annual report to the UFM Business Meeting. This annual report will include contact with the therapist, as long as Steve1 is in therapy and the Department of Corrections as long as he is under DOC supervision. (Business Meeting, October 2003, Revised March, 2006, and April 2012)

Changes to These Conditions
These conditions may be modified by action of UFM at a Meeting for Business. Proposed changes will be brought to the UFM Meeting for Business by the Oversight Committee.

Revision History
1. February 11, 2007
2. January 2011 changes approved
3. October 2011. Revised per business meeting and cleaned up.
4. April 2012 changes approved by UFM
2011 UFM Conditions for Participation

What Steve1 May Participate In

1. Steve1 may attend 11 a.m. worship at UFM on the 1st and 3rd Sundays of each month and 9:30 a.m. worship on the 2nd, and 4th.

2. Steve1 is allowed to attend the adult discussion hour at 9:30 on the 1st and 3rd Sundays. He is allowed to stay in the social hall and other upstairs areas of the building between 10:30 and 11:00 on 1st and 3rd Sundays. (Business Meeting, January 2011)

3. He is not allowed in the Meetinghouse on 5th Sundays because children are included in worship on those days. He should be able to worship in Quaker House on the 5th Sunday.

4. Steve1 is allowed to come to the worship room 15 minutes early and stay there after worship for 15 minutes. He will come and go directly to and from the worship room except when arriving at meeting for worship after attending adult discussion hour when he may arrive via the social hall. He will sit in the same section every Sunday; either the 11 or 2 o-clock sections as you face the windows. (Business Meeting, October 2003) Steve1 may use the library or the upstairs restroom 15 minutes before the start of Meeting for Worship or up to 15 minutes after the rise of Meeting on the First days when he may attend. (Business Meeting, September 2009)¹

5. Steve1 is permitted to attend any future events of the Freedom Project, which may be held at Friends Center. (Business Meeting June 2004, Revised January 2004)

6. Steve1 will use the upstairs restrooms in the Meetinghouse.

7. Steve1 is permitted to use Quaker House living room for UFM meetings when they are scheduled in advance and Quest interns are informed. At their orientation, Quest interns will be told about Steve1 and his use of Quaker House living room. If there are any concerns, there will be further dialogue with the clerk of Oversight, Quest Coordinator, Quaker House Resident and Quest interns. (Business Meeting, November 2002, revised March 2006)

8. Steve1 may participate in adults-only activities that take place away from meeting property, such as Spiritual Sharing groups. It is his responsibility to ask permission first. Organizers of such activities will then inform and seek consent of other participants. (Business Meeting, December 2002)

Steve1’s Responsibilities

1. I will come onto University Friends property only at times when meeting has authorized my attendance and under the conditions the Meeting has set.

¹ Use of the library was not in the actual text approved by the 2011 business meeting however it had been approved by meeting in 2008.
2. I will find members or attenders of the University Friends meeting who will be willing to be my chaperones and I will submit their names to Oversight committee or a subcommittee designated by Oversight after they have been approved by the Department of Corrections.
3. At all University Friends Meeting events, I will have a chaperone.
4. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the restroom under the chaperone’s supervision.
5. I will not go into the downstairs area.
6. I will not visit or go to the home of any member or attender of University Friends where children (under 18) are present, unless accompanied by a chaperone and with the parents’ knowledge of my sexual offense.
7. I understand the chaperone will report any failure to keep my contract to Oversight Committee and I accept these conditions on my participation in the University Friends community.

**Consequences for Violations**
If Steve1 violates any of the UFM conditions:

1. The chaperone will tell him to leave the campus and will report the incident to the Clerk of Oversight within 24 hours;
2. He will be required to stay off campus for 4 weeks;
3. Oversight will decide a course of action at its next regular meeting;
4. If the violation involves rules set by the Department of Corrections, Oversight will report it to his community corrections officer;
5. Oversight will make a report on the incident and its resolution at the next business meeting after Oversight meets. (Business Meeting: October 2003, Revised March, 2006)

**Meeting Responsibilities**

1. Oversight will organize and be responsible for a committee that oversees that Steve1 and the meeting are following the guidelines outlined in this document. (Business Meeting, January 2011)
2. Steve1’s committee will approve Steve1’s chaperones. (Business Meeting, October 2003, revised January 2011) (see, Circle of Accountability and Support, approved October 2011).
3. Steve1’s committee will make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. (Business Meeting, October 2003, revised January 2011)
4. Steve1’s committee will also make copies of the regulations available to the community on a yearly basis. (Business Meeting, October 2003, revised January 2011)
5. A chaperone will meet Steve1 at his car when he first arrives at UFM. A new chaperone may take responsibility by meeting Steve1 and the first chaperone in front of the building or in the Social Hall. (Business Meeting: October 2003, Revised February, 2007, Revised January 2011)

6. Oversight will bring an annual report to the April Business Meeting. This annual report will include contact with the therapist, as long as Steve1 is in therapy, and the Department of Corrections. (Business Meeting, October 2003, Revised March, 2006)

*Changes to These Conditions*

These conditions may be modified by action of UFM at a Meeting for Business. Proposed changes will be brought to the UFM Meeting for Business by the Oversight Committee.
2009 Addendum for Library and Upstairs Bathroom Use
Approved by UFM Business Meeting 2009/05

Use of Library and Upstairs Bathroom
Meeting APPROVED allowing Steve1 to use the library or the upstairs restroom 15 minutes before the start of Meeting for Worship or up to 15 minutes after the rise of Meeting on the First days when he may attend.
2008 Addendum for Year of Discernment Attendance

The proposal for the year of discernment attendance made at the 2008/11 UFM Business Meeting and approved at the 2008/12 UFM Business Meeting:

Oversight recommends that Steve1 be allowed to come to the January 24, 2009, retreat with the usual conditions in place. These conditions include but are not limited to:

- having a chaperone and staying within line of sight of that person;
- not being within 10’ of a minor for more than 10 seconds, unless a parent is there and knows about Steve1’s offense;
- staying only on the main floor of the Meetinghouse.
2007 Addendum to Change Meeting Place for Steve1 and Chaperones
Approved by UFM Business Meeting 2007/02

Meeting Place for Steve1 and Chaperones
Oversight also seeks Meeting’s approval for a new meeting place between Steve1 and his chaperone, namely in the parking lot across from Meeting or at Steve1’s car. The previous location in front of Quaker House has too many children passing by. Meeting APPROVED the new meeting places for Steve1 and his chaperones.
2007 Addendum for Upkeep Committee Participation
Approved by UFM Business Meeting 2007/01/07

Attendance at Upkeep
1. Steve1 will be allowed to attend Upkeep Committee meetings (with chaperone) in the Meetinghouse. Regular meetings are the 3rd Monday of each month between 7:00 p.m. and 10:00 p.m. During these meeting Steve1 will be permitted to go anywhere in the Meetinghouse (with chaperone), unless there are areas where children are present. He may use the parking lot at these times. (Business Meeting: January 2007)

2. Steve1 will be permitted to perform Upkeep work in or on the Meetinghouse, as authorized by Upkeep Committee (again, always with a chaperone). Such times will not include scheduled community work parties or times when the preschool is in session and are subject to conditions #3 and #4 below. He may use the parking lot at these times. (Business Meeting: January 2007)

3. Whenever Steve1 is in the Meetinghouse, he will put signs on the doors, stating, "Steve1 is working in the Meetinghouse for Upkeep Committee". He will return the signs, which will be provided, to a cabinet under the shelf between the worship room doors when he leaves. (Business Meeting: January 2007)

4. Whenever Steve1 will be in the Meetinghouse (with chaperone) for Upkeep Committee to do work or attend a committee meeting at a time other than the 3rd Monday evening, Steve1 will leave a message with the Office Manager, saying the day and time he will be at the Meetinghouse. This message will be left no later than 10:00 a.m. the day before he will be in the Meetinghouse. (Business Meeting: January 2007)

Information for New Committee Members
Nominating Committee is asked to disclose Steve1's membership on Upkeep Committee and his status as a sex offender to any prospective new Upkeep Committee member, who can then make an informed decision about that particular committee service. (Business Meeting: January 2007)

Violation of Conditions
If anyone believes any conditions are being violated or has concerns, they should check with and report to the Clerk of Upkeep Committee, the Clerk of the Subcommittee on Interpersonal Violence or Clerk of Oversight. (Business Meeting: January 2007)

Annual Report
The meeting asks Oversight Committee to include an evaluation of these conditions and Steve1's service with Upkeep Committee in the annual report in April 2007. (Business Meeting: January 2007)
2006 UFM Conditions for Participation
Approved with changes to original conditions" at Business Meeting, February 12, 2006.

Attendance at UFM
- Steve1 may attend 11 a.m. worship at UFM on the 1st and 3rd Sundays of each month and 9:30 a.m. worship on the 2nd, and 4th. He is not allowed in the Meetinghouse on 5th Sundays because children are included in worship on those days. He should be able to worship in Quaker House on the 5th Sunday, (It is implicit that the previous rule about not being on UFM property without a chaperone continues.) Steve1 is allowed to come to the worship room 1 5 minutes early and stay there after worship for 15 minutes. He will come and go directly to and from the worship room. He will sit in the same section every Sunday; either the 11 or 2 o'clock sections as you face the windows. (Business Meeting, October 2003)
- Steve1 may participate in adults-only activities that take place away from meeting property, such as Spiritual Sharing groups. It is his responsibility to ask permission first. Organizers of such activities will then inform and seek consent of other participants. (Business Meeting, December 2002)
- Steve1 is permitted to attend any future events of the Freedom Project, which may be held at Friends Center. (Business Meeting June 2004, Revised January 2004)
- Steve1 is permitted to use Quaker House living room for UFM meetings when they are scheduled in advance and Quest interns are informed. At their orientation, Quest interns will be told about Steve1 and his use of Quaker House living room. If there are any concerns, there will be further dialogue with the clerk of SIV, Quest Coordinator I Quaker House Resident and Quest interns. (Business Meeting, November 2002, revised March 2006)

Chaperones
- Oversight is responsible for approving chaperones that Steve1 proposes. Oversight will then make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. Oversight will also make copies of the regulations available to the community. (Business Meeting, October 2003)
- Steve1 is to meet his chaperone in front of Quaker House. (Business Meeting, October 2003)

Chaperone Agreement
The following UFM conditions replace the current UFM conditions in the Chaperone Agreement:
a. I will come onto University Friends property only at times when meeting has authorized my attendance and under the conditions the Meeting has set. At all University Friends Meeting events, I will have a chaperone.
b. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the restroom under the chaperone's supervision.
c. I will not go into the downstairs area. I will use the upstairs restroom only.
d. I will not visit or go to the home of any member or attender of University Friends where children (under 18) are present, unless accompanied by a chaperone and with the parents' knowledge of my sexual offense.
e. I understand the chaperone will report any failure to keep my contract to Oversight Committee and I accept these conditions on my participation in the University Friends community.

Information for Newcomers

- There will be a sign announcing Steve1's presence at worship. (Business Meeting, October 2003)
- There will also be an article in Gleamings that runs once a year (or a to-be-determined schedule), and a weekly announcement in the Announcement sheet. (Business Meeting, October 2003) Note that this was not actually in the 2006 minute approved by business meeting but it is a practice we continue and it was in the original October 2003 agreement.

Violations of Conditions

- If Steve1 violates any of the UFM conditions:
  a. The chaperone will tell him to leave the campus and will report the incident to the Clerk of Oversight within 24 hours;
  b. He will be required to stay off campus for 4 weeks;
  c. Oversight will decide a course of action at its next regular meeting;
  d. If the violation involves rules set by the Department of Corrections, Oversight will report it to his community corrections officer;
  e. Oversight will make a report on the incident and its resolution at the next business meeting after Oversight meets. (Business Meeting: October 2003, Revised March, 2006)

Annual Report

- Oversight will bring an annual report to the April Business Meeting. This annual report will include contact with the therapist, as long as Steve1 is in therapy, and the Department of Corrections. (Business Meeting, October 2003, Revised March, 2006)
2003 UFM Conditions for Participation
Proposed by. Oversight Committee 10/2003 and approved as Corrected by Business Meeting 10/10/2003²

Attendance at Worship
Steve1. Smith will be welcome to attend the 11:00 AM worship on 1st. and 3.rd Sundays of each month, and the 9:30 worship on the.2nd and 4th.Sundays. Since the fifth'Sunday is children-included-in- worship days, he will not be allowed on campus that day. We hope he will be able to worship in Quaker house or in someone's home that day.

Steve1 will be allowed to come to the worship room 5.minutes early and stay after worship for 15 minutes. He will come and go directly from the worship room. He will sit in the same section every Sunday either the 11 or 2 o’clock sections as you face the windows.

Chaperones
Oversight will be responsible for approving chaperones that Steve1 proposes. Oversight will then make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. Oversight will also make copies of the regulations available to the community.

Chaperone Agreement
The wording of the UFM rules that Steve1. agreed to regarding monitoring by his chaperones will be partly modified, to:

b. I will meet the chaperone in front of Quaker House

c. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the rest room under the chaperone's supervision.

Information for Newcomers
There will be a sign announcing Steve1’s presence at worship.

Suggested language is “Our worshipping community includes an individual who is a non-predatory sex offender under supervision and treatment. He may be at worship at the following times: 9:30 on the second and fourth Sundays, 11:00 first and third Sundays. He is in line of sight of a chaperone at all times while on our campus. If you have any questions, please ask a member of either our Oversight Committee or Worship and Ministry Committee. Members of these committees are identified as such on their name tags.”

² The discussion has been removed from these conditions. The full text including the discussion can be found in the Minutes for the UFM Business Meeting for October of 2003
There will also be an article in Gleamings that runs once a year (or a to-be-determined schedule), and a weekly announcement in the Announcement sheet.

**Ongoing Community Awareness**

After the initial 6 month evaluation, Oversight will have an evaluation on its agenda on a yearly basis. This review will include contact with the therapist, as long as Steve1 is in therapy, and DOC. Oversight will then be responsible for bringing a report to Business Meeting. If at any time Steve1 breaks his agreements he will be told to leave campus, and will be reported to the therapist or DOC. If this occurs, Oversight will decide if there is any compelling reason to reinstate Steve1 partially or fully.
Pacific Northwest Quarterly Meeting Conditions for Participation
2008 Pacific Northwest Quarterly Meeting Conditions for Participation

A known sex offender may attend the PNQM Silent Retreat only if his or her participation is specifically approved by PNQM's Continuing Committee or by a subcommittee or other body designated by the Continuing Committee for that purpose.

Upon receipt of the sex offender's application to attend, the registrar will refer the application to the appropriate body for its decision, and will also inform the applicant concerning the specific items of information needed by that body for this purpose, if they have not already been supplied.

Approval to attend may continue in effect for future years for the same person, provided that he or she has agreed to and followed the conditions for attendance set out by approvers and provided that there have been no other changes warranting reconsideration.

The following policies and procedures shall apply, unless modified by the appropriate body to fit the specific circumstances of a particular applicant:

1. The sex offender must be accompanied by an appropriate chaperone. That is to say, the chaperone must be recognized by the meeting the offender attends and must register for the Silent Retreat at the same time as the offender. The chaperone's application must be accompanied by a note from him or her explaining that he/she is attending in that capacity. This note may be written on the application form itself.
2. If a minor registers for the retreat, the registrar must inform the sex offender and his/her chaperone. The sex offender's money will be refunded, and the chaperone will be asked if he/she still wishes to attend.
3. If it occurs that the originally designated chaperone is unable to attend the retreat, another chaperone approved by the offender's meeting may replace the original chaperone. The identity of the replacement chaperone must be made known in person or by telephone to the registrar and convener at least 24 hours before retreat begins.
4. The registrar and/or the convener must check in with the chaperone during the retreat to see how the retreat is going for them and their charge.
5. The offender's identity will only be shared with other attenders at the discretion of the registrar or convener. Parents of minors attending the retreat, or survivors suffering from anxiety may feel a need to know, but the offender's identity will not be advertised to the whole group.
6. The offender and chaperone will sleep in the same area, and will not sleep in the area designated for couples and families.
7. Inappropriate or illegal behavior is to be reported to the convener and/or the registrar. This is the chaperone's responsibility, but may be reported by others.
Inappropriate behavior would include but might not be limited to sexual behavior or the use of drugs and alcohol.

8. When a complaint is made to the convener, the offending party may be told to leave the retreat. Further action, if necessary, may be taken up by the person's Meeting and reported to civil authorities.

*Informational Note:*
Registered sex offenders are under very strict community supervision. The sex offender's Community Corrections Officer must be aware of the conditions of the retreat and have given specific permission for the offender to attend this event. It is the offender's responsibility to inform his Community Corrections Officer of the conditions and to gain the consent of the Community Corrections Officer. Sex offenders may also need to have the consent of their therapist and the approval of their therapy group. If the sex offender fails to do this, they are violating the terms of their release and may be subject to immediate arrest.

*Recommendation:*
Anyone with anxieties around the participation of a sex offender at the retreat is encouraged to come with a person of trust. They should also be reminded that volunteer listeners will be available if there is a need to talk through emotional issues.
Chaperone Agreement
2006 Chaperone Agreement

To My Chaperone

I have been convicted of/pled guilty to the crime of molesting a child I am in a specialized treatment program and am learning to live my life responsibly with the intent never to repeat this crime. However, because I have committed this crime in the past, it is possible for me to do it again, if I choose not to use my controls and if I place myself in high risk situations. You have stated that you are willing to function as my chaperone in my contacts with children. As such, it is important that you are aware of my prior pattern of offenses, of those situations that are of particular high risk and the controls necessary for me to maintain safety. To help me avoid re-offending there are restrictions (rules) I must follow.

1. No initiating contact with children. I must not initiate physical contact with children. On the other hand- if they initiate contact, I will keep contact very brief. A quick hug is acceptable.
2. No patronage of establishments frequented primarily by children.
3. I must remain fully clothed when around children.
4. No secret agreements with children, other than time-limited ones, e.g. not telling about a surprise party being planned.
5. If I am with children socially for over 2 hours, the parents of the children must be made aware of my history of sexual abuse.
6. I should not visit people’s homes where children are present without an approved chaperon. (That is someone who has been approved by my therapist.)
7. I must report all contact with children at my weekly treatment sessions.
8. No use of illegal drugs.
9. Use of alcohol is not allowed.
10. Other: No. 5 above does not apply to families of University Friends. Instead the following applies:
   a. I will come onto University Friends property only with a chaperone and only at times when meeting has authorized my attendance and under conditions meeting has set. At all University Friends Meeting events, I will have a chaperone.
   b. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the restroom under the chaperone’s supervision.

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3 The chaperone agreement was required by Terry Copeland and was part of the legal sentencing document. It was modified and approved on 2002/05/29 to include the conditions for participation of the University Friends Meeting. It was modified again in 2006 to improve clarity and to remove reporting of any failures to Terry Copeland. STEVENS PSYCHOLOGICAL SERVICES, Terry F. Copeland, Ph.D., 21810 76TH Avenue West #201, Edmonds, WA 98026
The outline of offending pattern with danger signals identified. Should you notice any of these things developing, and I am not using my controls, I want you to not only challenge me but also to let my therapist and/or corrections officer know of your concerns. In performing this function for me you are helping me in my commitment to avoid re-offending or even the appearance of it.

A chaperone's responsibility will be to be present with me, or have a line of sight of me constantly when children are present. You are also asked to report to my therapist or corrections officer any violation or sign of irresponsible decision making on my part if they should occur. A chaperone must be aware that failure to report suspected rule violations committed by me may leave them open to civil liability.

I, ______________________________ (chaperone) have read this agreement and understand it. I have been given opportunity to ask questions and have the telephone number of the therapist that is working with _______________________________. I understand my responsibilities as a chaperone and give my permission to be contacted in regard to this agreement.

Chaperone’s Name: ______________________________
Phone____________________________
Address: ___________________________________________ City _____________________ State ____

I hereby give permission for the exchange of any and all information about my offense(s) and treatment, between my therapist, corrections officer and the designated chaperone. (I understand this consent can be withdrawn at any time by notifying my therapist.)

Signature of client: _______________________________ Date: ____________

Signature of therapist: _______________________________ Date: ____________
To My Chaperone

I have been convicted of/pled guilty to the crime of molesting a child. I am in a specialized treatment program and am learning to live my life responsibly with the intent never to repeat this crime. However, because I have committed this crime in the past, it is possible for me to do it again, if I choose not to use my controls and if I place myself in high risk situations. You have stated that you are willing to function as my chaperone in my contacts with children. As such, it is important that you are aware of my prior pattern of offenses, of those situations that are of particular high risk and the controls necessary for me to maintain safety. To help me avoid re-offending there are restrictions (rules) I must follow.

1. No initiating contact with children. I must not initiate physical contact with children. On the other hand- if they initiate contact, I will keep contact very brief. A quick hug is acceptable.
2. No patronage of establishments frequented primarily by children.
3. I must remain fully clothed when around children.
4. No secret agreements with children, other than time-limited ones, e.g. not telling about a surprise party being planned.
5. If I am with children socially for over 2 hours, the parents of the children must be made aware of my history of sexual abuse.
6. I should not visit people's homes where children are present without an approved chaperon. (That is someone who has been approved by my therapist.)
7. I must report all contact with children at my weekly treatment sessions.
8. No use of illegal drugs.
9. Use of alcohol is not allowed.
10. Other: No. 5 above does not apply to families of University Friends. Instead the following applies:
   a. I will not visit or go to the home of any member or attender of University Friends where children are present, even with a chaperone or with the parents' knowledge.
   b. I will meet the chaperone in front of Quaker House.
   c. I will stay within sight of my chaperone, arranging smoke breaks and trips to the rest room under the chaperone's supervision.
   d. I will not go into the downstairs area. I will use the upstairs restroom only.

Conditions b. and c. were modified in the 2003 10 UFM business meeting. The rest of the agreement remained the same.
e. I expect the chaperone to report any failure to keep my contract to my therapist and Oversight Committee and accept these conditions on my participation in the University Friends community.

The outline of offending pattern with danger signals identified. Should you notice any of these things developing, and I am not using my controls, I want you to not only challenge me but also to let my therapist and/or corrections officer know of your concerns. In performing this function for me you are helping me in my commitment to avoid re-offending or even the appearance of it.

A chaperone’s responsibility will be to be present with me, or have a line of sight of me constantly when children are present. You are also asked to report to my therapist or corrections officer any violation or sign of irresponsible decision making on my part if they should occur. A chaperone must be aware that failure to report suspected rule violations committed by me may leave them open to civil liability.

I, ______________________(chaperone) have read this agreement and understand it. I have been given opportunity to ask questions and have the telephone number of the therapist that is working with _________________________________. I understand my responsibilities as a chaperone and give my permission to be contacted in regard to this agreement.

Chaperone’s Name: ________________________________
Phone ________________________________
Address: ________________________________ City ____________ State _____

I hereby give permission for the exchange of any and all information about my offense(s) and treatment, between my therapist, corrections officer and the designated chaperone. (I understand this consent can be withdrawn at any time by notifying my therapist.)

Signature of client: ________________________________ Date: __________

Signature of therapist: ________________________________ Date: __________

Signature of chaperone: ________________________________ Date: __________
2002 Chaperone Agreement

To My Chaperone

I have been convicted of/pled guilty to the crime of molesting a child I am in a specialized treatment program and am learning to live my life responsibly with the intent never to repeat this crime. However, because I have committed this crime in the past, it is possible for me to do it again, if I choose not to use my controls and if I place myself in high risk situations. You have stated that you are willing to function as my chaperone in my contacts with children. As such, it is important that you are aware of my prior pattern of offenses, of those situations that are of particular high risk and the controls necessary for me to maintain safety. To help me avoid re-offending there are restrictions (rules) I must follow.

1. No initiating contact with children. I must not initiate physical contact with children. On the other hand- if they initiate contact, I will keep contact very brief. A quick hug is acceptable.
2. No patronage of establishments frequented primarily by children.
3. I must remain fully clothed when around children.
4. No secret agreements with children, other than time-limited ones, e.g. not telling about a surprise party being planned.
5. If I am with children socially for over 2 hours, the parents of the children must be made aware of my history of sexual abuse.
6. I should not visit people's homes where children are present without an approved chaperon. (That is someone who has been approved by my therapist.)
7. I must report all contact with children at my weekly treatment sessions.
8. No use of illegal drugs.
9. Use of alcohol is not allowed.
10. Other: No. 5 above does not apply to families of University Friends. Instead the following applies:
   a. I will not visit or go to the home of any member or attender of University Friends where children are present, even with a chaperone or with the parents' knowledge.
   b. I will not come onto University Friends property unless I am expected and a chaperone is awaiting me. I will notify the chaperone as soon as possible upon arrival.
   c. I will stay within sight of my chaperone and clear with him or her before leaving the immediate vicinity (e.g.: to use restroom or to go to the courtyard to smoke, within sight from windows.)

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The chaperone agreement was required by Terry Copeland and was part of the legal sentencing document. It was modified and approved on 2002/05/29 to include the conditions for participation of the University Friends Meeting. STEVENS PSYCHOLOGICAL SERVICES, Terry F. Copeland, Ph.D., 21810 76TH Avenue West #201, Edmonds, WA 98026
d. I will not go into the downstairs area. I will use the upstairs restroom only.

e. I expect the chaperone to report any failure to keep my contract to my therapist and Oversight Committee and accept these conditions on my participation in the University Friends community.

The outline of offending pattern with danger signals identified. Should you notice any of these things developing, and I am not using my controls, I want you to not only challenge me but also to let my therapist and/or corrections officer know of your concerns. In performing this function for me you are helping me in my commitment to avoid re-offending or even the appearance of it.

A chaperone's responsibility will be to be present with me, or have a line of sight of me constantly when children are present. You are also asked to report to my therapist or corrections officer any violation or sign of irresponsible decision making on my part if they should occur. A chaperone must be aware that failure to report suspected rule violations committed by me may leave them open to civil liability.

I, ___________________________ (chaperone) have read this agreement and understand it. I have been given opportunity to ask questions and have the telephone number of the therapist that is working with ___________________________. I understand my responsibilities as a chaperone and give my permission to be contacted in regard to this agreement.

Chaperone's Name: ___________________________

Phone _______________________________

Address: __________________________ City __________________ State _____

I hereby give permission for the exchange of any and all information about my offense(s) and treatment, between my therapist, corrections officer and the designated chaperone. (I understand this consent can be withdrawn at any time by notifying my therapist.)

Signature of client: ___________________________ Date: __________

Signature of therapist: ___________________________ Date: __________

Signature of chaperone: ___________________________ Date: __________
Education Committee Safety Plans
Junior Friends Safety Plan

Because there has not been a functioning Junior Friends for many years, no protocols were developed.

9/15/2011 Diane Ste. Marie
2007 Childcare Safety Plan

Introduction
Accepted: December 2007

Following are the policies of the University Friends Meeting (UFM) Education Committee intended to create a safe environment for children attending childcare programs at the UFM meetinghouse. These policies are implemented in tandem with other policies and guidelines available from Friends General Conference and quarterly and yearly meetings.

Childcare and First-Day School
The Education Committee supports two groups within University Friends Meeting (UFM); the preschool group for children from infants up through school-age, and the First-Day School group for primary- and elementary-age children. These groups are supervised by one teacher and an assistant (a Second Adult volunteer or other volunteer). Teachers typically work 1-4 First Days a month. Second Adults serve on a rotating basis.

Number of Volunteers Providing Childcare
The Education Committee will strive to ensure a minimum of two volunteers providing childcare at all times the Preschool and First-Day School groups meet. All drop-in volunteers will be supervised by a regular teacher or second-adult volunteer.

If a session within the children's program does not have two adult volunteers, then the following options are suggested: 1. a parent can stay until the Second Adult arrives; 2. someone can recruit another assistant from Meeting attendees; 3. the two children's programs (preschool and First Day School) can be combined (This option is not available at the 9:30 hour), 4. the children can join their family in Meeting for Worship. It should be the general policy to ask the preschool parents not to leave their children until two adults are present in the Preschool. When the First Day School moves to a more enclosed space that will be the policy for that group as well.

Background Checks for Teachers and Volunteers
There will be background checks for teachers and assistants. These will be on file in the office. Background checks will be renewed every 5 years and will be renewed sooner if a person has moved out of the community and then returned.

Note that several QUEST interns teach, and all of the QUEST interns already have criminal history checks filled out for their placements. They are on file at those placements.

6 While the document says that it was accepted in December 2007 it was not clear by who and there is no record of acceptance in the UFM Business Meeting Minutes for December 2007.  Reed Koch 2012/10
Regular volunteers and drop-in volunteers may not necessarily have undergone a background check, however at least one volunteer with a background check on file will be present for each childcare group.

**Safe Setting**

All childcare rooms and areas will be open, unlocked and visually monitored by childcare providers to ensure that no one being cared for wanders off and that no one uninvited wanders in. These rooms and areas are visible from public spaces in the building through internal windows and internal doors.

Older children may be taken to and supervised in the play area behind the meetinghouse, or taken on walks in the neighborhood, as a group with at least one teacher and one assistant volunteer. Ideal ratios for these activities vary by the age range of the children. On walks with mixed age groups use the ratio of the youngest child present. Ages 1-2 years 1 adult:4 children, 2-3 years 1 :6, and 3-5 years 1 :7. We think that the very youngest children should stay on the UFM campus.

All equipment, toys and materials in the childcare area will be safe and appropriate for the ages of the children in the childcare group.

A preschooler visiting the bathroom will be within hearing distance of an adult at all times.

**Insurance**

Insurance covering our childcare setting will be provided by the meeting. Anyone interested in details of our covering policy may consult the Clerk.

**First-Aid Training**

Teachers and volunteers so not necessarily have first-aid or CPR training. Medical safety information and instructions, along with first-aid equipment will be posted in childcare areas.

Training for Awareness of and Response to Abuse

The Education Committee's training for teachers and volunteers and other interested Meeting attendees will include yearly sensitivity, awareness and response training including: what constitutes abuse, what are the warning signs of predatory and/or grooming behavior, what situations are conducive to abusive behavior, what is typical behavior of abusers, what is typical behavior of victims.

Teachers and assistants will be provided with information about state laws, state resources and what steps to take if abuse is suspected. A teacher or second adult volunteer who suspects a child is being abused outside (or inside) of Meeting, or is uncomfortable with any incident that occurs during childcare programs, should bring
their concern to the Education Committee as soon as possible. Education Committee will immediately act on these reports following procedures in Faith Trust Institute ("Procedures for Reporting a Disclosure of Abuse") including contacting law enforcement agencies if necessary. These reports will remain confidential.

Note that teachers and volunteers do not undergo any formal training for infant care.

Background
In the spring of 2007, the SIV committee came to us asking that we create protocols for use with the children at UFM. The goal was to create working ground rules that help our community make sure that children and adults are safe while working with each other. We wanted to create protocols that are easy to follow and allow for flexibility in dealing with differing situations that can come up while teachers and volunteers are working in childcare and educational roles that the committee oversees.

The SIV committee was able to supply us with booklets from various Friends Meetings across that country outlining their protocols. We used them as a template and reworked and reworded them over the next year. That sounds like a long time, but our committee devoted 20 person hours at most to creating the document.

We tend to think of these protocols as seeking to protect children from sexual violence, but they also serve to protect children from the less than ideal interactions that can sometimes be seen between adults and children, e.g. yelling, hitting, etc.

Rosie Betz-all, Clerk Education Committee
Information for Newcomers
Bulletin Announcement

Note that the information about the dates and changes to bulletin announcements is partial. The meeting records do not contain electronic or paper copies of the bulletins nor have bulletin announcements for the ministry on sexual abuse been regularly approved by or included in the minutes of the Monthly Meeting for Business. The records below are constructed from emails and bulletins kept in member’s personal records and the occasional record found in Monthly Meeting for Business Minutes.

Reed Koch 2012/10
For many years we have been openly holding, at once, the community and worship needs of survivors of sexual abuse and past sexual offenders. While we are a safer place for both children and adults because of the awareness and education that this ministry has produced we recognize that this ministry requires an ongoing dialog and engagement. If you have questions or concerns we encourage you to talk to a member of the Oversight Committee. For more information see yellow informational flyer on the information table outside of the office.

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This announcement was written by Oversight and used starting in 2012. Reed Koch 2012/10

See UFM Conditions, Agreements, Safety Plans, and Handouts; Information for Newcomers; Informational Flyer; 2012 Informational Flyer on University Friends Meeting on Sexual Abuse.
Since 2002 our worshipping community has included an individual who is a convicted, non-predatory sex offender. He has graduated from the treatment portion of the alternative sentencing program, continues treatment voluntarily, and remains under supervision by the Department of Corrections. We are a community working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education that this ministry has produced. He is with a chaperone at all times while on our grounds. He may be worshipping with us at 9:30 on 2nd and 4th Sundays and at 11:00 on 1st and 3rd Sundays and he may attend adult discussion at 9:30 on 1st and 3rd Sundays. If you have questions we encourage you to ask a member of either the Oversight or Worship & Ministry Committee. For information see yellow informational flyer on information table outside office.
Since 2002 our worshiping community has included an individual who is a convicted, non-predatory sex offender. He has graduated from the treatment portion of the alternative sentencing program, continues treatment voluntarily, and remains under supervision by the Department of Corrections. We are a community working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education that this ministry has produced. He may be worshiping with us at 9:30 on 2nd and 4th Sundays and at 11:00 on 1st and 3rd Sundays. He is within view of a chaperone at all times while on our grounds. When he is here at other times the office will be informed 24 hours in advance and signs will be posted on doors to the meeting house. If you have questions we encourage you to ask a member of either the Oversight or Worship and Ministry Committee.

Resources On Sexual Abuse in UFM library: Sexual Violence:  The Unmentionable Sin and Forgiveness & Abuse:  Jewish and Christian Reflections, both by Marie Fortune, who founded the Center for the Prevention of Sexual and Domestic Violence in Seattle, are on the top left shelf on the south side of the library. There is also a large white 3-ring notebook of information and resources related to sexual abuse on the top of the low bookcase. Oversight Committee encourages Friends to educate themselves.

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11 Written by SIV in 2007 with input from Survivors of Sexual Abuse liaison and approved by Oversight.
2005/05 Bulletin Announcement

Our worshipping community includes an individual who is a convicted, non-predatory sex offender. He has graduated from the treatment portion of the alternative sentencing program and is continuing his treatment, program voluntarily. He remains under supervision by the Department of Corrections.

He may be at worship at the following times: 9:30 on the 2nd and 4th Sundays and 11:00 on the 1st and 3rd Sundays. He is in line of sight of a chaperone at all times while on our grounds. We have taken steps to protect our children and want to be supportive to adult survivors of abuse. If you have any questions, please ask a member of either our Oversight committee or Worship and Ministry committee. Members of these committees are identified on their name tags.

Survivors of sexual abuse working to support each other spiritually may meet in the Quaker House living room on 2nd and 4th Sundays following the rise of 11:00 meeting. To confirm the schedule, call Kathy Knowlton.
Friendly REMINDERS:

- Since 2002 our worshipping community has included an individual who is a convicted, non-predatory sex offender. He has graduated from the treatment portion of the alternative sentencing program, continues treatment voluntarily, and remains under supervision by the Department of Corrections. We are a community working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education that this ministry has produced. He is with a chaperone at all times while on our grounds. He may be worshipping with us at 9:30 on 2nd and 4th Sundays and at 11:00 on 1st and 3rd Sundays. Beginning in February 2011 he may attend adult discussion at 9:30 on 1st and 3rd Sundays. When he is here at other times, the office will be informed 24 hours in advance and signs will be posted on doors to the meeting house. For more information about recent and possible future changes to these conditions see the minutes of Meeting for Business in October 2010 and January 2011. If you have questions we encourage you to ask a member of either the Oversight or Worship & Ministry Committee. For more information see yellow informational flyer on information table outside office.

- Survivors of sexual abuse working to support each other spiritually may meet in the Quaker House living room on 2nd and 4th Sundays following the rise of 11:00 meeting. To confirm schedule, call Kathy Knowlton.

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12 This announcement was written by Oversight and was used starting in 2002. Reed Koch 2012/10
**Informational Flyer**

The following flyers, typically printed on yellow paper, are placed on the table outside the UFM office in order to be freely available to attenders.
For many years we have been openly holding, at once, the community and worship needs of survivors of sexual abuse and past sexual offenders.

Realizing the suffering caused by sexual abuse, Friends at UFM have responded to support our community. We are committed to the protection of children and other vulnerable people, the spiritual nurture of survivors, and the ministry to two known offenders.

Our community is working to provide a welcoming spiritual home for survivors of abuse as well as these offenders. While we are a safer place for both children and adults because of the awareness and education that this ministry has produced, we recognize that this ministry requires ongoing dialog and engagement.

The Safety of Children
Protocols (i.e. guidelines to prevent harm and procedures for responding to harm) are in place. All adult volunteers and employees are screened before being permitted to participate in children’s programs and two adults are with the children at all times. We have had various speakers present information to adults on safety issues. The Meeting is working to institutionalize on-going educational programs about prevention of sexual abuse.

Ministry to Survivors Of Sexual Abuse:
We recognize that the voicelessness imposed by sexual abuse may complicate survivors’ self-expression. Listening to understand can be healing in itself for both the speaker and the hearer. We have also learned that only after listening is it respectful to explore ways we can be of benefit to those who are suffering. In April 2012 we formed an ad hoc committee that is charged with helping us learn to more effectively respond to the spiritual needs of survivors of sexual abuse.

Survivors of sexual abuse working to support each other spiritually may meet in the Quaker House living room on 2nd and 4th Sundays following the rise of 11:00 meeting. To confirm the schedule, call Kathy Knowlton. She, and possibly others, can meet to hear concerns, share experience, or help discern what meeting resources might be appropriate to survivors' needs.

Ministry to Known Offenders:
Our community is a spiritual home to two known offenders. Both have completed treatment programs under the supervision of the Washington Department of Corrections. Both have accountability and support committees which maintain a connection to the Oversight committee. They both came to us with long connections to Quakers and they participate actively in our Quaker community.
If you have any questions or concerns, we encourage you to contact any member of Oversight committee.

Oversight 2012
Since 2002 our Worshipping community has included an individual who is a convicted non-predatory sex offender.

Realizing the suffering caused by sexual abuse, friends at UFM have responded to support our community. VVE are committed to the protection of children and other vulnerable people, the spiritual nurture of survivors, and ministry to this known offender.

Our community is working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education this ministry has produced.

The Safety of Children
Protocols (ie, guidelines to prevent harm and procedures for responding to harm) are in place. Education committee and Jr. Friends Committee are developing more comprehensive guidelines and procedures. We have had various speakers present information to adults on safety issues. The meeting is working to institutionalize ongoing educational programs.

Ministry to Survivors of Sexual Abuse
We recognize that the voicelessness imposed by sexual abuse may complicate survivors’ self-expression and that listening to understand can be healing in itself for both the speaker and the hearer. We have also learned that only after compassionate listening, is it respectful to explore ways we can be of benefit to those who are suffering. With this in mind, the Sub-Committee on Interpersonal Violence is developing a new program called "AMONG FRIENDS," a compassionate listening project to achieve deeper sympathetic understanding of the spiritual suffering caused by sexual abuse.

Survivors of sexual abuse working to support each other spiritually may meet in the Quaker House living room on 2nd and 4th Sundays following the rise of 11:00 meeting. To confirm the schedule, call Kathy Knowlton.

Ministry to Known Offender
Since 2002, our worshipping community has included a person who is a convicted non-predatory sex offender. With much deliberation and Worship we have approved conditions for his participation in meeting for Worship and presence on campus. He may be worshiping with us at 9:30 on 2nd and 4th Sundays and at 11:00 on 1st and 3rd Sundays. He is Within View Of a chaperone at all times while on our grounds. When he is here at other times the office will be informed 24 hours in advance and signs will be posted on doors to the meeting house.

He has graduated from the treatment portion of the WA State Alternative Sentencing Program, continues therapy voluntarily and remains under the supervision of the Department of Corrections.
If you have any questions, concerns, we encourage you to contact the Clerk of Oversight or Worship and Ministry.

Names and #'s of current clerks.

Sub-Committee on Interpersonal Violence, 10/07
Gleamings
I could find no Gleamings articles geared towards informing newcomers.  Reed Koch
2012/10
2006 Edition
A notebook of Resource Materials for Meeting was prepared in August 2006 by Niki Albright for the library and for the clerks of Oversight, Worship and Ministry, the Clerk of Meeting, Education and Junior Friends Advisors. By December 2006 she had met with the clerks of each of these committees to review the notebook.

The Notebook of Resource Materials has sections on policies from other faith communities; protocols on how to handle offenders, responding to survivors, responding to incidents of harassment or abuse; red flags; protocols for offenders attending UFM; and protocols to ensure the safety of children. (2012: A PDF is being made of the notebook to make this material accessible in another format.)

SIV’s expectation that these notebooks would be passed on from clerk to clerk, may not be happening. Recently a partial search for the Resource Notebooks turned up a couple of notebooks lying around the meeting, one labeled Education Committee, that nobody seemed to know anything about much less what to do with.

Diane Ste Marie 2012
UFM Projects
2007/2008 Among Friends: A Compassionate Listening Project
AMONG FRIENDS

AMONG FRIENDS is a compassionate listening project organized by the Subcommittee on Interpersonal Violence at University Friends - Meeting. It began in January 2007 and is projected to continue until December 2008.

It has several goals. The first is to learn more about the spiritual impact of sexual abuse. We ask people to tell us about their experience. What happened? How has it affected them? How does it affect them now? Where have they found help? What do they need, and what "would they like to see?"

Another goal is to explore how we can use listening to help heal the individual and the community. Victims are not the only people affected by sexual abuse. There are also those who have lived with and tried to support them, as well those who have been abusers and those who have lived with and loved them. By listening, we hope to see the person in a deeper way. If we can communicate with others on a level beyond surface talk, we hope it will be possible to hear the truth and to speak the truth, and to look beyond the crime to the label of victim or abuser to the sacred person underneath.

The format of a listening session is simple. They usually start with a period of silence, followed by a chance for the speaker to tell their story. After that, the listeners reflect back to the speaker what they have heard. They may also pose questions to help the speaker go deeper into their story. The listeners are careful to keep focus on the listener's story, and not offer judgment or advice. Finally, there is a round of appreciation where the listeners reflect on the gift the speaker has given the group by sharing their story.

So far, listening teams have heard the stories of half-a-dozen speakers. According to feedback from the participants, it has been a beautiful experience of sharing.

To help members of UFM achieve deeper spiritual community with those affected by sexual abuse, the Subcommittee on Interpersonal Violence has developed a compassionate listening project called AMONG FRIENDS. It is a one year project in which a group of trained volunteer listeners meets individuals whose lives have been touched by sexual violence.

There are eight people available as listeners, and several listening sessions have been requested by members or attenders of UFM. The experience so far has been positive for all. The listeners are finding their skills challenged, but rewarded with the gift of knowing someone at an intimate level. For the speaker, it is a gift to be heard, understood and cherished at their vulnerable, sacred center.
The project also has a wide group of advisors from within UFM, including some survivors, as well as a staff member from the counseling team at Harborview Hospital and the education director from KSARC (King County Sexual Assault Resource Center.)
AMONG FRIENDS:

A Compassionate Listening Project to build community around questions of sexual abuse and interpersonal violence

February 15, 2007

Overview
An essential part of Compassionate Listening is learning how to listen for the tender heart of the person without being caught up in the drama of their story. It involves learning to overcome our own preferences, fears and hatreds in order to hear 'that of God' in the other.

Over the past several years, our community has struggled with the dilemma of how to provide spiritual support to survivors of sexual abuse as well as how to protect our children and to minister to known and unknown perpetrators. The effort has cost us much time and frustration, but has also led us to ask ourselves what it really takes to see "that of God in every person."

We have put a number of measures in place, but the more work we do, the more we find that needs doing. It is in this spirit that we make this proposal. We realize this project alone will not cure the hurt of sexual violence. Rather, we hope this project will help achieve the following objectives:

1. to help us deepen our spiritual and intellectual understanding of violence;
2. to help us explore ways to be of benefit to those suffering the effects of interpersonal violence, including past, present and potential perpetrators as well as victims;
3. to assist us and those around us in becoming more aware of warning signals, and to speak up when we see them in order to prevent interpersonal violence from occurring;
4. to develop skills in Compassionate Listening and other peacemaking techniques which include creation of a safe container in which difficult truths can be expressed;
5. to develop our skills in relaying our knowledge and awareness to others in our community; and
6. to help relieve the isolation of those in our community whose voices haven't been heard adequately.

Timeline:
February 2007: Present proposal for seasoning to various Friends within the Meeting
March 2007: Present a more-seasoned proposal to SIV and Oversight for consideration.

April 2007: Begin recruitment of 8-10 people able to commit to at least 5 listening sessions to make up a Compassionate Listening (CL) team.

May 2007: Meet with CL team for the first time, to establish ground rules for listening sessions and to share our experiences and concerns surrounding this issue.

June to November 2007: Monthly Listening Sessions

December 2007: Meeting for Project Review and Holiday Potluck

January 2008: KSARD Interfaith Symposium

January to April 2008: Monthly Listening Sessions

May 2008: End of Project Review and Celebration

June 2008: Report to Monthly Meeting and prepare report to Yearly Meeting

**Expected Outcomes:**

1. The listening team will have deepened its knowledge and awareness of the issues surrounding interpersonal abuse and will be able to serve the Meeting as a resource pool.

2. As many as 20 members or attenders of Meeting who feel their voices have been marginalized will have a chance to speak out in a non-threatening environment.

3. At the end of the project, the Meeting will receive a general report/presentation on the project and on lessons learned.
**Background: Reflective Listening**
Facts, Feelings and Values

**Speaker: (You have three minutes to tell your story.)**
Tell a story from your life. Do you remember a time when you were upset or angry with someone? Perhaps you still are upset or angry. This would be a good story to tell.

**Facts (3 minutes)**
Give the speaker a summary of the story they just told you. Limit yourself to the facts only. Try to avoid speaking about any feelings, needs or values which may have been implied in the story. You don't need to fill up the three minutes. Silence is fine. The speaker may wish to add to their story or correct something you said. That is quite all right.

Typical Phrasing:

- So, on Christmas day, you had a conversation with....
- You had to spend three days in the hospital...

**Feelings (3 minutes)**
Your role is to reflect back the feelings you heard expressed or hinted at in the story. Pay attention to the body language here, too. Try to limit your reflection to the feelings.

- I imagine that was very ....for you.
- I would have been.... Is that how you felt?
- I sense that you still feel...

**Values (3 Minutes)**
Reflect back those things about the story which seem to be important to the listener. These may be values such as honor, honesty, responsibility, justice, etc.

**Evaluation (3 minutes)**
The whole group reflects together on what the experience was like for them, on what seemed to be the most effective, etc. If the speaker gained any new insights on the situation, that would be important to hear. If not, it would be useful to know where the blocking was.
Compassionate Listening is a quality of listening which creates a safe container for people to be free to express themselves and to go to the level of their deep concerns. It simply and profoundly means empathizing with the feelings and conditions of people who have been affected by events and circumstances, sometimes of their own doing, and sometimes out of their control. It has everything to do with caring for the state of another human being.

It does not mean agreeing with the position of another person. It does mean putting your own position aside for the moment. It does not imply accepting the blame for something. It does mean listening deeply to the needs and suffering of others and respecting their rights to their opinions.

Listening compassionately is a deeply personal process. It is difficult to listen to the opinions of others when in disagreement. It requires impartiality, at least for the moment. We must put our own opinions and judgments aside and pay attention to the human being in whose presence we sit.

Carol Hwoschinsky from Listening with the Heart p. 3

What I have discovered is that there is a fundamental similarity between the intractable feuds among rival nations that cause so much strife in the world and the destructive personal and family struggles that affect us so deeply as individuals. While the scale and the stakes are different, the underlying process, the drama, is the same. (introduction xiii)

The deepest causes of most conflicts, I've discovered, are feelings like dishonor and humiliation. Likewise the deepest causes of healing involve the opposite: feeling honored, feeling valued, finding meaning in community. (introduction XV)

Marc Gopin from Healing the Heart of Conflict
2007 09 Bulletin Announcement for Among Friends Introduction Session

AMONG FRIENDS:

The Subcommittee on Interpersonal Violence (SIV) is developing a one-year compassionate listening project called AMONG FRIENDS. The goal of this project is to explore the suffering that comes from sexual abuse and how we as a community might be of help to those suffering from its effects. We have learned that only after compassionate listening is it respectful to explore ways we can be of benefit to those who are suffering.

We are looking for interested people to help season our project plan and to find out who might wish to participate.

SIV invites anyone from the UFM community to meet with us in the UFM Social Hall from 7:00 PM to 9:00 PM on Monday, September 24, for an informational meeting to introduce "AMONG FRIENDS."

For more information about this project, pick up a flyer on the UFM information table or contact Bill Ames (after 9/5).

AMONG FRIENDS:

A Compassionate Listening Project for those Affected by Sexual Abuse

This project is organized by the Subcommittee on Interpersonal Violence at University Friends Meeting. It is designed to help members of the UFM community achieve deeper sympathetic understanding of the spiritual suffering caused by sexual abuse. To do this we wish to hear from people whose lives have been affected by it.

We propose to learn more about listening and about the spiritual impact of sexual abuse by asking people to come talk to us about this topic and any way it has affected or now affects them. You do not need to identify yourself as a trauma survivor to use this compassionate listening project. You need only feel that there is something to talk about. We want to listen.

We know this is but a first step in a long road. Our first goal is to learn to listen compassionately to people telling difficult truths and, after listening, to explore ways we can be of benefit to those who are suffering.

Over the course of one year, we intend to listen to as many members of our community as possible who are survivors, or who are suffering in other ways as a result of sexual abuse.
For info: Bill Ames (after 9/5/07)
Among Friends

A Compassionate listening Project for those Affected by Sexual Abuse

Good Listeners Wanted

We are seeking to form a team of 8 to 10 people willing to listen in a non-directive and non-judgmental way to people in our community dealing the effects of sexual abuse.

Your commitment as a team member will last approximately one year (beginning in October 2007], and the listening team will meet about once per month.

In the first sessions, we will review fundamentals of Compassionate Listening and explore our own relationship to the suffering surrounding sexual abuse. Afterwards, we will begin to interview members of our community.

We understand that a year-long commitment may be difficult for some people to make. Therefore, over the year, we expect each team member to attend a minimum of five sessions. Of course, team members are welcome to attend all sessions if they can.

Please contact Bill Ames if you would like to participate in this project.
AMONG FRIENDS:
A Compassionate Listening Project for those Affected by Sexual Abuse

Are you a survivor?

We invite you to share your experience with us. What you have learned could help others.

We realize that this may be a big step for you, and we intend that it should be as safe and positive as possible.

You will meet with a small group for about one hour. The session may start with a round of introductions or a short meditation. Then, they will invite you to speak for about 15 minutes. They won't be expecting a prepared lecture. There will be queries to help you get started. Then there will be another 15 minutes for questions and answers. Finally, there will be a chance for you to hear from your listeners. It's called an "appreciation round".

Notes:

Your safety is important to us. You can expect that what you say will be kept confidential. However, we are legally and morally obligated to protecting the safety of all community members. As a result, threats to people or property, on-going abuse or other illegal activities may be reported to authorities.

Although these sessions may be helpful, they are not a substitute for professional counseling or therapy. If you are likely to be disturbed by what you are telling us, you should have a support group to help you debrief.

FOR MORE INFORMATION, CALL BILL AMES
Among Friends Session Format

1. Welcome, Introductions and Logistics:

   Facilitator welcomes the speaker and the other listeners and explains the
   listening session process. The facilitator may also explain where bathrooms are,
   etc.

   Facilitator makes sure every speaker has a listener to talk to.

2. Dedication

   The session should start out with a short poem or prayer and a period of silence.
   
   May all be happy.
   May all be healthy.
   May all have enough,
   And be free from fear.
   May all feel loved
   And able to love.
   May all be awakened,
   Purified and simplified.
   May all find peace
   And help others find peace.

3. Work with Queries

   My suggestion for working with these queries would be to present them to the
   speaker one at a time. The speaker should have about five minutes to respond to
   each. Then, at the end of the five minute period, the listeners reflect back what
   they heard-facts, feelings, values

   i)  What happened in your life that set you off on this journey of healing?
   ii) How do you feel the effects of this experience in your life today?
   iii) Where have you found the inspiration and strength to keep on going?
   iv) What lessons can be drawn from your experience that would be of benefit
       to others?

4. Appreciation Round

   At the end of the speaker's work with queries, the entire group should do some
   worship sharing around this query: What is the significance of the gift we have
   been given today?
5. Closing

   A period of silence, ending in a circle of hands
Alternate Listening Poem for Among Friends Session

When someone deeply listens to you
It is like holding out a dented cup
You've had since childhood
And watching it fill up with
Cold, fresh water.
When it balances on top of the brim,
You are understood.
When it overflows and touches your skin,
You are loved.

When someone deeply listens to you
Your bare feet are on the earth
And a beloved land that seemed distant
Is now at hand.

-- John Fox
Information Handout Welcoming Listeners to Among Friends Session

Welcome to Listeners

Thank you for agreeing to become a team member in Among Friends. Our goal in this project is to provide a safe place where the voices of people who are dealing with the effects of sexual violence on their lives can be heard in a non-judgmental and non-directive way.

The quality of listening we are trying to cultivate is special. It doesn't always come easily as we are trying to stay present with the person we wish to help through our listening. In trying to listen in a helpful way, we are often tempted to give advice, pass judgment, fix things, or wander off into our own story. Overcoming these temptations will be an important part of our learning process.

Your commitment as a team member will last approximately one year, and the listening team will meet about once per month. We understand that a year-long commitment may be difficult to make for many people; therefore, we expect each team member to attend a minimum of five sessions. Of course, team members are welcome to attend all sessions if they can.

"Listening, understanding and caring are usually greater gifts than advice. Having someone to tell the story to, someone who can bear tears and rage without trying to fix anything, can be transforming to a person overwhelmed with the painful emotions that can follow assault or harassment."

Excerpted from Canadian Guidelines re: Sexual Harassment or Assault
Information Handout Welcoming Survivors to Among Friends Session

Welcome to Speakers

Dear Friend,

Thank you so much for agreeing to share your experience with SIV's compassionate listening project AMONG FRIENDS. What you have learned will help us deepen our spiritual understanding of the issues surrounding sexual violence and, in turn, will help us gain insight into how we might be able to help others. Of course, we hope it will be a helpful for you as well.

I apologize for not contacting you sooner. We have not forgotten you. I will be contacting you soon to set up a listening session. At that time, you will receive a list of the people in the listeners group and I will consult with you on the best time, place and combination of people for your session.

We realize that this may be a big step, and we intend that it should be as safe and positive as possible. We will do our best to listen to you in a non-directive and non-judgmental way. You can also expect confidentiality, although there will be some limits. (Believable threats of suicide, threatened harm to people or property, or reports of ongoing abuse may obligate us to report those threats to authorities.)

You will meet with a small group for about an hour. The session may start with a round of introductions or a short meditation. Then, you will be invited to speak for 15 minutes, after which, your listeners will reflect back to you what they heard. You will have a chance to add to or correct anything they say. Finally, there will be a chance for you to hear your listeners reflect on the gift you have given them. It's called an 'appreciation round'.

Talking about painful experiences in your past can release powerful feelings. These feelings may be difficult to deal with alone. Therefore, as a safety measure, we want you to arrange to meet with a small group of your trusted friends within one week after the session and again at some later date. In that way, you will have a chance to debrief what happened in the listening session.

Please understand that these sessions are not a substitute for professional counseling or therapy. Your condition may be beyond the listeners' ability to help. In that case, we may urge you to seek professional help.
Questions Handout for Among Friends Session

1. What happened in your life that set you off on this journey of Healing?

2. How do you feel the effects of this experience in your life today?

3. Where have you found the inspiration and strength to keep on going?

4. What lessons can be drawn from your experience that would be of benefit to others?
Listening Session Evaluation for Listeners at Among Friends Session

1. How well were we able to create a safe container for deep personal sharing? What could we have done better? How?

2. To what extent were we able to follow our guidelines for compassionate listening? What areas still need work?

3. To what extent were we able to stay present with the speaker? What was easy? What was hard?

4. How much were we able to deepen our spiritual understanding of the suffering caused by sexual violence? Have we gained any new insights?

5. In what ways do we feel better prepared to help people through listening to them?
Listening Session Evaluation for Speakers at Among Friends Session

1. How well were we able to create a safe container for deep personal sharing? What could we have done better? How?

2. To what extent do you feel that the listeners were able to stay spiritually present with you? Do you have suggestions for them?

3. How could the session have been more useful to you? How well prepared were you for the session?

4. To what extent, and under what conditions, is the listening session a process something you would recommend to others?

5. In future, how can the Meeting help you in your growth and healing?
John Calvi made two visits to UFM. One in 2006/04 and one in 2007/03. The 2006 visit included a healing workshop which can be found in the Gleamings section under 2006/03 John Calvi Healing Workshop April 15 and a report which can be found in the Oversight Proposals and Reports section under 2006/05/12 Report on April 2006 John Calvi Visit and Workshop. A brief mention of the 2007/03 visit can be found in the 2007/02 Business Meeting Minutes including the offer for individual healing sessions and a brief report of the visit can be found in the 2007/04 Business Meeting Minutes.
2003 Megan Krause Workshop
On March 23rd, 2003 Megan Krauss of the Harborview Sexual Assault Center ran a workshop for the meeting consisting of four focus groups: Children, Adult Survivors, Perpetrators, and the Meeting as a whole.
Small Group Facilitators

March 23, 2003

1. What am I feeling about the Meeting's being asked to include a known, convicted sex offender in our activities? How am I feeling about the process so far?

2. What do I think about the idea about including a known sex offender in Meeting activities? This request has been made of UFM and other meetings before and will probably come up again.

3. What do I want to do about this?

4. What is Meeting's next step?

Facilitators: your job is just, that, facilitate conversation.

First, ask for a scribe to record what your group comes up with; do not include names. We are asking groups to report back to the large group so that we can hear each group's thoughts. We will ask each scribe to hand in her/his notes so we can pass ideas on to the relevant committee.

Ask people to be respectful of each other, no put downs, no challenging of others' intentions or reactions. Leave space between speakers and be prepared to intervene if people interrupt each other, talk over or disagree in a disruptive way. Remind them of the goal of having respectful conversation and use worship to slow things down if necessary.
Summary Histories
At various times people wrote summary histories or timelines of the ministry on sexual abuse and interpersonal violence. These summaries are included here although they are a subset of the more complete historical record contained in this document. Reed Koch 2012/10
2001 to 2005 History of Steve1 and UFM
Primarily records from Monthly Meeting minutes

Compiled by Ann Stever 2005/05/13

NOVEMBER 2001

Steve1 Smith started attending Meeting.

MARCH 27, 2002

First Oversight Committee discussion of how to handle Steve1 in Meeting. In January or February of 2002, Steve1 told Pablo Stanfield\(^\text{13}\) that he was a sexual offender against children, was in a treatment program with Dr. (name removed by editor), had spent time in jail when first arrested and would be sentenced at some later date. Pablo informed the clerk of Oversight sometime between Oversight's February 27 and March 27 meeting.

MAY, 2002

2002-05-06: Oversight reported about Steve1. They asked Friends to keep in mind priorities:

1. ensure care and safety of the children
2. care for the UFM community, especially adult survivors of sexual abuse
3. support for Steve1 on his spiritual journey

They reported that Steve1 has a Clearness Committee, a member of which was always present with him when he was on the UFM campus. They reported that he is in a year treatment program, which has rules, including the "10 second, 10 foot" rule (can't be within 10' of anyone under 18 for more than 10 seconds. He must move and disengage, if the young person does not.) The program also requires involvement in a spiritual community. They reported that he will be going to jail and that after release, he will be under the supervision of the Department of Corrections for several years. "The clerk stated that Steve1 will only continue to be a part of the UFM community during this time (after release) if we are in unity on his being able to do so." Dorsey Green, Oversight Clerk at the time, urged Friends to avoid polarization as we discuss the issue and to be respectful and worshipful. Oversight is processing the request that Steve1 be part of the UFM community. If he continues, they envision:

1. the need for significant effort to communicate openly on the issue

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\(^{13}\) In May of 2013 the editor received the following note from Dorene Cornel: I talked to Steve1 one day in coffee hour. He looked nervous about something. He asked me whether I had seen someone who I knew had recently died. I told Steve1 the person had recently died. Steve1 shuffled or fidgeted or something. I knew to ask something and Steve1 told me that he had been arrested, was enrolled in a program, and needed to find a faith community as part of his program. ... I was REALLY clear Pablo would be a good person to hand Steve1 off to.
2. the need to provide Steve1 with specific guidelines about where he is permitted on campus
3. the need to develop a large group of trained hosts to attend UFM with Steve1.

Abby Smith and Dorsey offered to talk in confidence with anyone who might have issues with this.

Meeting agreed on a called Meeting for Business on June 9, 2002. Parents of children in UFM will be informed and especially invited.

Some concern was expressed about having Steve1 present before any formal decision had been made, but no one present was uncomfortable in the short term because of the structure in place.

Meeting agreed that during this time, Steve1 should use only the upstairs bathroom.

**JUNE 9, 2002 CALLED MEETING FOR BUSINESS**

With 51 members present, the meeting went from 1:30 - 4:30 and reached no conclusion. Steve1 was present at the beginning and read a statement about his background with Friends and why he wanted to be part of the UFM community (attached to file copy of minutes). He also answered questions before leaving.

Dorsey's report included that Steve1 had been attending since November 2001 and had been in the Treatment program since February 2002.

Meeting was told that on Meeting premises, Steve1 always had to be in sight of a chaperone and had to follow the 10', IO-second rule.

**JUNE, 2002 REGULAR MEETING FOR BUSINESS 02-06-10:** It was announced that Steve1 would start serving his sentence July 16, 2002. In the meeting, there was a great sense of wanting to continue to work with the challenge of Steve1's request. We are challenged to find conditions, which assure safety for our children and a sense of safety for members who are fearful in the presence of known offenders. Oversight will continue to work on these matters. In the meanwhile, Friends will be able to meet in worship with Steve1 in an off-premises location to be arranged by Worship & Ministry.

**JULY, 2002 BUSINESS MEETING**

02-07-09: Worship & Ministry proposed pastoral visits to Steve1 in jail.

Meeting approved the following minute: "University Friends Meeting of the Religious Society of Friends recognizes the ministry of the following Friends in acting as pastors to Steve1 Smith. Their gifts and commitment in carrying out this ministry are recorded in the name of University Friends Meeting: Bill Ames, Jonathan Betz-Zall, Pablo Stanfield, Ann Stever, Steve1 Wilson and Merlin Rainwater."
SEPTEMBER, 2002 BUSINESS MEETING

02-09-04: Education Committee wants two adults present with each age group during First Day School.

02-09-08-b) Oversight reported continuing to work on whether or not Steve1 is welcome to worship at UFM when released from jail. The committee asks to be held in the Light as they continue to struggle to find unity on this matter.

A letter dated September 9, 2002 from Pablo Stanfield and Steve1 Wilson to Oversight was attached to the file copy of the minutes.

NOVEMBER, 2002 BUSINESS MEETING

02-11-09 It was reported that Steve1 was released from jail on October 24, 2002.

Meeting approved use of Quaker House living room on First Day at 9:45 AM for worship with Steve1. Steve1 may not participate without a member of his support committee acting as chaperone and host. He may not visit other parts of the UFM campus.

Oversight reported that they did not yet have unity on a proposal to bring to the Meeting.

DECEMBER, 2002 BUSINESS MEETING

02-12-09 The Clerk summarized measures Meeting has taken and is taking related to the question of sexual abuse.

Eileen Long of W &M has put together a large packet of resources, which is in the library.

Clerks of W &M, Oversight, Education and Adult Religious Education met to discuss questions and concerns.

Meeting approved setting up an Ad Hoc Committee to organize future educational activities about sexual abuse: Eileen Long, Dorsey Green, Abby Smith and Merlin Rainwater. Possible actions included and educational event or workshop; another threshing session "might lead to written understandings, policies and procedures directed at many situations, not just one person."

02-12-10 Clerk's summary: Currently there is neither unity to welcome Steve1 to Meeting for Worship nor unity to exclude Steve1 from the life of UFM. A summary of Steve1's involvement included:

- His picture is on the wall with other members of the community;
- Meeting minuted folks to provide pastoral support to him while in jail
- Members are on a care and accountability committee, which serves as liaison with Steve1's Treatment program.
Steve1 currently may not participate in activities in the Meetinghouse or any activities where children are present.

Steve1’s Care Committee also requires that Steve1 not visit at the homes of any Friends where children live.

Steve1 may visit Pablo at home at Quaker House and may attend worship with his support group there Sunday mornings from 9:45 - 10:45. Otherwise he is not to be on the UFM campus.

If Steve1 wishes to participate in other adults-only activities such as Spiritual Sharing groups, it is his responsibility to ask permission first. Organizers of such activities will then clarify his acceptance with other participants.

Friends were reminded of the 10’, 10-second rule. Steve1 must report inadvertent casual contact with minors to his Treatment program. If he does not comply with his Treatment Program conditions, he will be removed and will go to jail for 5 years. The Treatment Program is for 3 years and he will be under Community Corrections for 7 years.

JANUARY, 2003 BUSINESS MEETING

2003-01-02b) The Care and Accountability Committee wants another name, but the minutes of the December 2002 meeting are accurate in relation to what was said.

FEBRUARY, 2003 BUSINESS MEETING

2003-02-05 Worship & Ministry announced that all are welcome and encouraged to attend Meeting for Worship with Steve1 at Quaker House, Sundays, 9:45 - 10:45.

Meeting approved giving Steve1 provisional permission to attend Scripture Study some Tuesday evenings at Quaker House. Quest Committee members will check with the interns. If the interns have any objections, the matter will come back to Business Meeting.

MARCH, 2003 BUSINESS MEETING

2003-03-03 Oversight announced a workshop on sexual abuse, scheduled for 3/23/03.

APRIL, 2003 BUSINESS MEETING

2003-04-10 The Ad Hoc Committee will report in May about recommendations from the workshop.
MAY, 2003 BUSINESS MEETING

2003-05-09 Dorsey Green reported on the workshop lead by Megan Crouse, the small group discussions that followed and the follow-up work of the ad hoc committee. She asked that the clerk take on the responsibility of distributing the recommendations:

1. A series of facilitated small group (about 8 people) discussions with queries on issues related to sexual abuse be planned - Worship & Ministry Committee
2. Bring back Megan Crouse to offer a program she has developed for 12 - 21 year old girls on sexual abuse and ask her if she knows of programs for boys. - Education Committee
3. Study hours on related issues - Adult Religious Education
4. Expand the conversation on issues related to sexual abuse to the Yearly Meeting level, including an interest group presentation on our experience.
5. Look into other ways we can support survivors of sexual abuse - Oversight
6. Lay down the Ad Hoc Committee.

Meeting approved the above recommendations.

SEPTEMBER, 2003, BUSINESS MEETING

2003-09-05 Friends heard and worshipfully discussed Oversight Committee's recommendation that our community again welcome Steve1 Smith to Firstday worship at the Meetinghouse. Friends noted a great deal of worshipful discussion within Oversight committee as well as rich small group discussions about sexual abuse issues. Friends mentioned several safety measures that would be in effect. A list of 14 conditions Steve1 must observe would be available to anyone in the community. Violations would be reported to his treating psychologist and Steve1 could be kicked off campus. There would be a list of designated chaperones. Steve1 would be responsible to line up a chaperone any time he wants to come to the Meeting campus and Steve1 would be expected to remain within the line of site of the day's designated chaperone at all times while here for Meeting for Worship. Oversight committee would commit to annual review of its ability to support Steve1 in this way. Friends expressed a variety of concerns. Friends are concerned about the role of other people besides Steve1 in selecting chaperones, about training and accountability for the chaperones, about empowering everyone to report violations of Steve1's conditions, about tools for other members of our community to address issues of sexual abuse in their lives. Friends are concerned that there be times when Steve1 is not present since some survivors who have spoken to Oversight Committee find even his presence distressing. Friends spoke of a general sense of wariness about the situation and concern for their children. Others spoke of Steve1's diligence about observing his rules, of the stakes for him if he messes up, and of a desire in general to guide offenders back into our communities. Friends note Steve1 is almost certainly not the only sex offender among us, and that there are many survivors among us as well.
Decision on the matter was laid over for future discussion.

OCTOBER, 2003, BUSINESS MEETING

2003-10-08 Friends worshipfully discussed and APPROVED Oversight Committee's recommendation that Steve1 Smith be invited, subject to multiple conditions, to worship at Meeting for Worship, at 11:00 on the 1" and 3rd Sundays; at 9:30 on the 2nd and 4th Sundays, and elsewhere on the 5th Sunday when children attend the entire Meeting for Worship. Full Guidelines are on file in the office or with Oversight Committee. The text of the minute:

University Friends Meeting is ready to welcome Steve1 Smith to meeting for worship on the 1st and 3rd Sundays at 11:00 o'clock worship and on the 2nd and 4th Sundays at 9:30 worship. We expect him to worship off campus on the 5th Sundays. We take this action after over a year of deliberation, as Steve1 is a convicted and admitted sex offender involving children. Our decision is guided by the following considerations:

1. Steve1 is a willing and active participant in a treatment program that includes guidelines for his behavior, including a requirement for a chaperone whenever he is in our building. Steve1 is willing to publicly acknowledge his history to our community.
2. We recognize the integration of people with a criminal history back into society as a major problem that we cannot ignore.
3. Many of us believe that worshipping with Steve1 will challenge us to grow in spirit and understanding of the Divine.
4. Steve1 has a past history of association with Friends and is in accordance with Friends' testimonies.

In making these decisions we are keenly aware that adult survivors of abuse may be particularly negatively affected by the idea of sharing worship or a community with a sex offender. It is our hope that we can find ways to support each person's healing and faith while we balance the tension of trying to be a place of worship for all. Through our experience in small groups and community educational activities and our sharing worship with Steve1 we remain open to new light on appropriate action. We commit to reviewing our decision and process within six months time, and yearly thereafter.

JANUARY, 2004, BUSINESS MEETING

2004-01-05 Friends APPROVED allowing Steve1 Smith to attend an event scheduled at UFM for a group of ex-offenders he actively participates in. Friend note this approval was necessary because of our community's agreement with Steve1 about what times he is on the UFM campus. However the general question of Steve1's attendance at otherwise public events held at UFM was deferred along with other points until Oversight Committee reports in April 6 months after Steve1 returned to worship.
APRIL, 2004, BUSINESS MEETING

2004-04-07 Dorsey Green reported on the formation of (l support group for survivors of sexual abuse. As part of our exploration of sexual issues, it has become clear there are several sexual abuse survivors in our community. The support group is meeting twice a month on a drop-in basis. This has helped ease the secrecy and isolation that has been the price of past abuse. Oversight has asked this group if they have any requests of the Meeting at large. They have responded that Friends need to continue to educate ourselves about the impact of abuse. Dorsey reported that people who have not been abused sometimes do not want to know about abuse, or sometimes make assumptions about victims or survivors.

Oversight conducted a six-month review regarding Steve1's participation in Meeting, and' c there will be annual reviews from now on. Steve1 currently has a care committee with two active members. He has been abiding by his guidelines, and asking appropriately for exceptions. Oversight Committee finds itself split, some members think we are moving too fast, and others think we are not moving fast enough. Steve1 had been interested in participating in Business Meeting, in study hour, and at non-Meeting events held at UFM. Oversight is not clear to make any changes, and therefore recommends the continuation of current practices for the coming year. Friends APPROVED.

Oversight proposes the formation of a new committee on family violence, composed on representatives from Oversight, Worship and Ministry, and at-large members. This committee will provide support to survivors of physical and sexual abuse, monitor Steve1’s status in Meeting, and educate Meeting about family violence issues. Meeting APPROVED. This committee will name a new contact person for survivors of sexual and for Steve1's court monitoring requirements because Dorsey is going off of Oversight committee.

JUNE, 2004, BUSINESS MEETING

2004-06-09-b. Oversight Committee proposes that Steve1 Smith be permitted to attend any future events of the Freedom Project, which may be held at the Friends Center, as we have approved once in the past. Friends approved Steve1 Smith's attendance at Freedom Project events whenever it rents our Meetinghouse.

APRIL. 2005. BUSINESS MEETING

2005-04-05-c Steve1 Smith report and proposal:

- Steve1’s relationship with meeting was reviewed (attached) and a proposal presented for Steve1 to attend all business meetings and the adult study hour on 1st and 3rd Sundays. In making this proposal, the committee wants to balance
concern for survivors of sexual abuse and for Steve1. Steve1 would still be under the current restrictions, including having a chaperone. It has been a year and a half since there has been any change in the conditions of his participation in meeting. Steve1 has abided by all the limits we have set. In addition, Steve1’s status has changed. He has completed his 3-year treatment program and is continuing his treatment voluntarily. Meetings have been held with

- survivors of abuse to get their views on the proposal. In general, there was a sense that the situation is "untidy". A sense of sorrow was felt that what looks like support for one group in meeting looks like non-support for another. A desire was expressed to be present to others' sorrow and suffering.

- The proposal will be seasoned until May and represented for consideration then.

- A period of sharing on the proposal followed. Appreciation was expressed for the carefulness and thought that has gone into the work of the committee. A Friend who has been in one of the listening groups meeting with abuse survivors expressed a real anguished sense that there is no one right final answer. No matter what we do, someone is going to be in pain from it. Friends were asked to remember there will be pain. A Friend said he was very impressed by peoples’ willingness to following the spirit and not lash out of their pain, and with peoples' true openness and depth of spirituality. The situation is intrinsically and unavoidably messy, no matter what decision we make.

- Friends who want to discuss this topic should contact members of Oversight Committee.

MAY, 2005. BUSINESS MEETING

2005-05-06-g The proposal to increase Steve1 Smith's participation in meeting has been laid over to do more work in understanding post traumatic stress and sexual abuse.

(This is all that was that was recorded in the minutes. It is important to note that it was Oversight's recommendation to lay over the proposal at this time. There was essentially no discussion in the business meeting. Here is the text of the presentation Ann Stever made to the May business meeting.)

Last month Oversight brought you a recommendation to allow Steve1 Smith increased participation in the Meeting. We asked that the recommendation be seasoned for a month. We reported at that time, that we had reached out to survivors of sexual abuse and had had some feedback.

One of the lessons we have learned is that we must allow time for real seasoning, especially when the topic is difficult. We have now had more feedback from survivors. I hope you have all read Kathy Knowlton's article in the May issue of Gleamings. I have made some extra copies of just the article, in case some of you had not seen it.
Oversight wants to express its deep appreciation to Kathy. We found the article helpful in expanding our understanding as well as deeply moving. We have also heard from others. We are hearing, as Kathy wrote, that there are limits to our, ability to be inclusive.

Oversight believes that we need to layover our proposal. We need to take more time to understand, about post-traumatic stress and about sexual abuse. As one person said; 
"we as a Meeting must come to the point where we are heart-and-mind educated enough that we feel it is unthinkable to displace either survivors with PTS or Steve1, a perpetrator. Only then, with our minds and hearts broken open, will we be able to hear God's voice." We are talking about an enormously challenging spiritual exercise for our Meeting.

Oversight and the Subcommittee on Interpersonal Violence will be working on how to do this. It is not likely to be a fast process. There will be more articles in Gleanings.

Please read them.' Consider either speaking or listening deeply, especially one-on-one. Oversight is requesting a place in the library where there will be books and suggestions. We ask all of us to take into our hearts the question of where we are led, as a worshipping community, on this issue.
2003 to 2005 History of UFM Business Meeting Minutes on Steve1

2003-09-05 - pt reading of proposal on Steve1's participation

2003-1 0-08 - approval of proposal including 6 month review and attached guidelines

2004-01-05 - permission to attend Freedom Project event in Meetinghouse - 1 time only.

2004-04-07 - review participation agreement - no changes

2004-06-09 - permission to attend Freedom Project events in the meetinghouse in general

None between June, 2004 through March, 2005.


2003-09-05  Oversight Committee (September 2003)

Friends heard and worshipfully discussed Oversight Committee's recommendation that our community again welcome Steve1 Smith to Firstday worship at the Meetinghouse. Friends noted a great deal of worshipful discussion within Oversight committee as well as rich small group discussions about sexual abuse issues. Friends mentioned several safety measures that would be in effect. A list of 14 conditions Steve1 must observe would be available to anyone in the community. Violations would be reported to his treating psychologist and Steve1 could be kicked off campus. There would be a list of designated chaperones. Steve1 would be responsible to line up a chaperone any time he wants to come to the Meeting campus and Steve1 would be expected to remain within the line of site of the day's designated chaperone at all times while here for Meeting for Worship. Oversight committee would commit to annual review of its ability to support Steve1 in this way.

Friends expressed a variety of concerns. Friends are concerned about the role of other people besides Steve1 in selecting chaperones, about training and accountability for the chaperones, about empowering everyone to report violations of Steve1's conditions, about tools for other members of our community to address issues of sexual abuse in their lives. Friends are concerned that there be times when Steve1 is not present since some survivors who have spoken to Oversight Committee find even his presence distressing. Friends spoke of a general sense of wariness about the situation and concern for their children. Others spoke of Steve1's diligence about observing his rules, of the stakes for him if he messes up, and of a desire in general to guide offenders back into our communities. Friends note Steve1 is almost certainly not the only sex offender among us, and that there are many survivors among us as well.

Decision on the matter was laid over for future discussion.
Friends worshipfully discussed and APPROVED Oversight Committee's recommendation that Steve1 Smith be invited, subject to multiple conditions, to worship at Meeting for Worship, at 11:00 on the 1st and 3rd Sundays; at 9:30 on the 2nd and 4th Sundays, and elsewhere on the 5th Sunday when children attend the entire Meeting for Worship. Full Guidelines are on file in the office or with Oversight Committee. The text of the minute:

University Friends Meeting is ready to welcome Steve1 Smith to meeting for worship on the 1st and 3rd Sundays at 11:00 o’clock worship and on the 2nd and 4th Sundays at 9:30 worship. We expect him to worship off campus on the 5th Sundays. We take this action after over a year of deliberation, as Steve1 is a convicted and admitted sex offender involving children. Our decision is guided by the following considerations:

1. Steve1 is a willing and active participant in a treatment program that includes guidelines for his behavior, including a requirement for a chaperone whenever he is in our building. Steve1 is willing to publicly acknowledge his history to our community.
2. We recognize the integration of people with a criminal history back into society as a major problem that we cannot ignore.
3. Many of us believe that worshipping with Steve1 will challenge us to grow in spirit and understanding of the Divine.
4. Steve1 has a past history of association with Friends and is in accordance with Friends' testimonies.

In making these decisions we are keenly aware that adult survivors of abuse may be particularly negatively affected by the idea of sharing worship or a community with a sex offender. It is our hope that we can find ways to support each person’s healing and faith while we balance the tension of trying to be a place of worship for all. Through our experience in small groups and community educational activities and our sharing worship with Steve1 we remain open to new light on appropriate action. We commit to reviewing our decision and process within six months time, and yearly thereafter.

2004-01-05 Oversight Committee (January 2004)

- Friends APPROVED allowing Steve1 Smith to attend an event scheduled at UFM for a group of ex-offenders he actively participates in. Friend note this approval was necessary because of our community's agreement with Steve1 about what times he is on the UFM campus. However the general question of Steve1’s attendance at otherwise public events held at UFM was deferred along with other points until Oversight Committee reports in April 6 months after Steve1 returned to worship.

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- Oversight conducted a six-month review regarding Steve1's participation in Meeting, and there will be annual reviews from now on. Steve1 currently has a care committee with two active members. He has been abiding by his guidelines, and asking appropriately for exceptions. Oversight Committee finds itself split, some members think we are moving too fast, and others think we are not moving fast enough. Steve1 had been interested in participating in Business Meeting, in study hour, and at non-Meeting events held at UFM. Oversight is not clear to make any changes, and therefore recommends the continuation of current practices for the coming year.

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- Oversight proposes the formation of a new committee on family violence, composed on representatives from Oversight, Worship and Ministry, and at-large members. This committee will provide support to survivors of physical and sexual abuse, monitor Steve1's status in Meeting, and educate Meeting about family violence issues. Meeting APPROVED. This committee will name a new contact person for survivors of sexual and for Steve1's court monitoring requirements because Dorsey is going off of Oversight committee.

2004-06-09  Oversight - (June 2004)

b. OS Committee proposes that Steve1 Smith be permitted to attend any future events of the Freedom Project which may be held at the Friends Center, as we have approved once in the past.

Friends approved Steve1 Smith's attendance at Freedom Project events whenever it rents our Meetinghouse.

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November 2002. Quaker House Living Room approved for 1st Day worship at 9:45 for Steve1, provided he has a chaperone. Steve1 was not to come on UFM property otherwise.

December 2002. Steve1 may participate in adults-only activities that take place away from Meeting property, such as Spiritual Sharing groups. It is his responsibility to ask permission first. Organizers of such activities will then inform and seek consent of other participants.

February 2003. Steve1 given permission to attend Scripture Study some Tuesday evenings at Quaker House, provided the QUEST interns had no objections, in which case the issue was to come back to business Meeting. (At that time no objections were raised.)

October 2003.

1. Steve1 may attend 11 a.m. worship at UFM on 1st and 3rd Sundays of each month and 9:30 a.m. worship on 2nd and 4th Sundays. He is not allowed in the Meetinghouse on 5th Sundays because children are included in worship on those days. He should be able to worship in Quaker House on the 5th Sunday. (It is implicit that the previous rule about not being on UFM property without a chaperone continues.)
2. Steve1 is allowed to come to the worship room 15 minutes early and stay after worship for 15 minutes. He will come and go directly from the worship room. He will sit in the same section every Sunday; either the 11 or 2 o’clock sections as you face the windows.
3. Steve1 is to meet his chaperone in front of Quaker House.
4. Oversight is responsible for approving chaperones that Steve1 proposes. Oversight will then make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. Oversight will also make copies of the regulations available to the community.
5. There will be a sign announcing Steve1’s presence at worship.

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14 Chaperone Agreements and UFM Conditions for Steve1 Smith's Participation in UFM, January, 2006; Draft 1, 12/28/05; Section III: Historical Addendum
6. Oversight will do an initial review in six months and then on an annual basis. This review will include contact with the therapist, as long as Steve1 is in therapy, and the Department of Corrections. Oversight will then be responsible for bringing a report to Business Meeting.

7. If at any time Steve1 breaks his agreements, he will be told to leave campus, and will be reported to the therapist or Department of Corrections (and Oversight). If this occurs, Oversight will decide if there is any compelling reason to reinstate Steve1 partially or fully.

June 2004. Steve1 is permitted to attend any future events of the Freedom Project, which may be held at Friends Center. (In January 2004, Business Meeting had approved attendance at such an even on a one-time basis.)
2002 to 2005 History of UFM Business Meeting Conditions on Participation

Spring, 2002 Chaperone agreement from Steve1's treatment program

1. No initiating contact with children. If a child initiates contact, Steve1 must keep the contact very brief. A quick hug is acceptable.
2. No patronage of establishment frequented primarily by children.
3. He must remain fully clothed when around children.
4. No secret agreements with children.
5. He must report all contact with children at his weekly treatment sessions.
6. No use of illegal drugs.
7. No use of alcohol.
8. Chaperones must have. Steve1 within line of sight when children are present. They must report to his therapist or corrections officer, any violations or sign of irresponsible decision making on Steve1's part. Failure to report suspected rule violations committed by Steve1 may leave the chaperone open to civil liability.

Addendum to legal chaperone agreement, which refer to UFM rules.

1. Steve1 may not visit or go to the home of any member or attender of UFM where children (under 18) are present, even with a chaperone or with the parents' knowledge.
2. Steve1 will not come onto UFM property unless expected.
3. Steve1 will meet his chaperone in front of Quaker House.
4. Steve1 will stay within sight 'Of his chaperone at all times, arranging smoke breaks and trips to the restroom under the chaperon's supervision.
5. Steve1 will not go into the downstairs area. He will use the upstairs restroom only.
6. Chaperones are expected to report any failure by Steve1 to keep his contract to his therapist and Oversight Committee and he accepts these conditions on his participation in the University Meeting Community.
7. Steve1 may not be within 10 feet of a minor (under 18) for more than 10 seconds. Either he or the minor must move within that time.

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5. There will be a sign announcing Steve1’s presence at worship.

6. Oversight will do an initial review in 6 months and then on an annual basis. This review will include contact with the therapist, as long as Steve1 is in therapy, and the Department of Corrections. Oversight will then be responsible for bringing a report to Business Meeting.

7. If at any time Steve1 breaks his agreements he will be told to leave campus, and will be reported to the therapist or DOC (and Oversight). If this occurs” Oversight will decide if there is any compelling reason to reinstate Steve1 partially or fully.

June 2004 Steve1 is permitted to attend any future events of the Freedom Project, which may be held at Friends Center. (In January 2004, Meeting had approved attendance at such an event on a one-time basis.)

Compiled by Ann Stever August 5, 2005
2002 to 2004 History of Education, Actions and Queries Concerning Sexual Abuse and Survivors
From Oversight Committee, December 12, 2004

Prior to 2002 Police checks were done on all regular child-care providers

May, 2002 Abby Smith and Dorsey Green (both mental health professionals) offered to talk in confidence with anyone who might have issues around sexual abuse and the presence of a known abuser in the Meeting community. This was regularly publicized in the Sunday announcements.

September, 2002 Meeting minuted that there should be two adults present with each age group during First Day School.

December, 2002 The clerk reported that Eileen Long of W&M has put a large packet of resources about sexual abuse in the UFM library.

Meeting approved setting up an Ad Hoc Committee to organize educational activities about sexual abuse. The committee consisted of Dorsey Green, Eileen Long, Merlin Rainwater and Abby Smith.

Sometime in 2002 or 2003 Marja Brandon spoke with children in the First Day School about sexual abuse and safety.

March 23, 2003 A workshop was held for the Meeting on sexual abuse, led by Megan Crouse of the Harborview Sexual Assault and Traumatic Stress Center.

May, 2003 Meeting approved the recommendations of the Ad Hoc Committee:

- ask W&M to plan small group discussions
- bring back Megan Crouse to offer a program she has developed for 12-21 year old girls;
- ask Adult Religious Ed to consider a study hour on related issues
- ask Oversight examine other ways to support survivors
- The ad hoc committee be laid down

Fall and winter, 2003 W&M ran worship-sharing groups on the issue of sexual abuse. Each group met 4 times with queries developed by W&M.

January - March, 2004 Dorsey Green facilitated a meeting of survivors, discussing issues and how UFM could be supportive in January. Kathy Knowlton led a group of survivors only. Dorsey led a third meeting, in which the survivors decided to meet on their own on the 2nd & 4th Sundays. Kathy Knowlton is the contact person.

April, 2004 Meeting approved setting up a three person Subcommittee on Interpersonal Violence. The subcommittee will have one representative from Oversight, one from
W&M and one at large. Among other responsibilities, the Subcommittee is responsible for on-going education of the Meeting on the broad topic of interpersonal violence and for contact with the survivors group.

Fall, 2004 The Subcommittee on Interpersonal Violence, Jeanne Bourget (at large), Jonathan Betz-Zall (Oversight) and Polly Knox (W&M) began to meet, but Jeanne had to resign for health reasons. Diane Ste Marie was appointed in November, 2004.

Oversight heard a report from its rep to the Subcommittee at its December 1, 2004 meeting and asks the December 12 Business Meeting to consider the following queries. We hope the queries will also provide food for thought and conversation well after the meeting.

Queries

Why is the topic of sexual abuse so uncomfortable and difficult to discuss?

What is the difference between someone choosing to remain silent and feeling silenced?

How can Meeting provide an atmosphere in which survivors can speak out?

What does it mean to truly hear what survivors are telling us? What does it mean to BE heard?

How can we make UFM more sensitive, welcoming and supportive of survivors?

How can we be effective allies?

What might we do in addition to the above list?
Business Meeting Minutes
The following section compiles all of the minutes from UFM Business Meetings from 2002 through 2013 covering the interpersonal violence ministry. With the exception of the initial 2003/10 conditions for participation which are include after the minutes from the meeting in which they were approved, written subcommittee reports and proposals which are mentioned in the minutes can be found in their respective sections. The reason the 2003/10 conditions for participation are included is that they also contain discussion for the reasons for each condition and only a cleaned up version minus the discussion is retained in the section titled UFM Conditions for Participation. This enables you to see more clearly how the conditions have changed with each new revision but still have the full historical version in the minutes.
2013/05 State of the Meeting Report for 2013

Our worship community includes survivors of sexual abuse as well as sexual offenders. We hold this balance carefully and with deliberate transparency. From this attention has grown a set of policies and practices geared towards the safety of our children, most notably our policy of having two adults with our children at all times.

2012/09/02 Second Adult Request for Children's Programs
b. Religious Education Committee

Meghan Peterka, clerk of the Committee, raised concerns about the lack of community support for the programs, the need for regular “second adults” and a second advisor to the Junior Friends. She asked Friends to welcome and speak to the children of the Meeting and share our lives and their presence in our community. Gayle M offered to assist.

2012/04/08 UFM Approves Condition Revision
2012-04-05: Oversight
c. Conditions of participation of Steve1 Smith

Oversight brought a request that Steve1 Smith be permitted to attend any UFM activity if accompanied by an approved chaperone. Oversight presented a report (see Oversight Proposals and Reports: 2012/04/08) describing the listening they have done in the community since January. Nancy Helm, Merlin Rainwater, Bill Ames, Dorene Cornwell, and Niki Albright are serving on Steve1’s Circle of Accountability and Support.

How do we know if Steve1 attends something without a chaperone? We rely on the responsibility of Steve1 and on the vigilance of people who know who his approved chaperones are. Friends should feel free to ask Steve1 who is chaperoning him if they see him participating in a UFM activity. It was noted that Steve1 has reliably honored all conditions required of him during his ten years of participation in UFM. The list of approved chaperones will be made available.

Oversight will form an ad hoc committee to consider future work on the spiritual needs of sexual abuse survivors in UFM, such as a Meeting retreat with a training from the FaithTrust Institute.

Friends APPROVED revising Steve1 Smith’s conditions of participation to permit him to attend any UFM activity if accompanied by an approved chaperone, beginning in mid-May.

2012/04/08 State of the Meeting Report for 2012

We are in our second decade of openly holding, at once, the community and worship needs of survivors of sexual abuse, of our Meeting children and past sexual offenders.
We use a number of standard safety practices related to our children. We also held an Adult Education session by a trained sexuality educator about talking with our children (and each other) about several difficult topics. We continue specifically to make space in community conversations to hear abuse survivors who individually express very different needs.

Another set of conversations is about changes for an offender who is nearing the end of his Department of Corrections supervision. Also, a member of our Meeting and her husband held a striking Q & A session. The husband was a longtime inmate facilitator in Alternatives to Violence programs and member of a prison worship group under out care. He was released after a long prison term and has also become part of our community. Each new step walking with these Friends offers our Meeting opportunities to grow and to deepen our spiritual community.

2012/03/11 Condition Revision Discussed
b. Work on support for sexual abuse survivors/participation of Steve1 Smith

Oversight may bring further new recommendations in April related to the participation of Steve1 Smith in UFM. They have also attempted to be more proactive about supporting survivors of sexual abuse. Survivors are invited to meet with a trained facilitator (Judith Milner) monthly in March and April with no advance request required, to remove from survivors the burden of requesting a meeting. Oversight has also been working on issues related to Steve1’s chaperones. After the Department of Corrections’ oversight of Steve1 ends in 2013, we will take ownership of his chaperoning arrangements and will no longer need to involve the DOC in them. Steve1 has drafted a safety plan for his life after his DOC oversight ends.

2012/01/01 Condition Revision Proposed by Oversight
a. Proposal: in re: Steve1 participation

Clerk of the Committee, Nancy Helm, presented for consideration a change to the limitations on Steve1 K. when at UFM. She recognized the concerns and sensitivity required to re-open this discussion after over 10 years’ work on our ministry of safety and support for children, survivors of abuse and one identified sex offender, asking us to be careful of that of God in each one in our community and respectful of feelings. Pastoral care was offered.

PROPOSAL: Steve1 will be permitted to attend any UFM-sponsored event on our campus, as long as he is accompanied by an approved chaperone, from the time he leaves his car in the parking lot until he departs. No particular announcement would be made for his presence. The current guidelines for attendance at UFM events in private homes (notification and permission of the hosts) and Meeting events off-campus would not change.
Oversight are aware that his Dept. of Corrections oversight ends 5/2013 and he will no longer have to comply with State rules, but he wants clear guidelines and oversight from Meeting. He requested these changes in 2010 and Oversight has worked through them with some minor changes already being approved (e.g.: attendance at 9:30 Adult Religious Education worship-discussion). The Committee notes that there have been zero problems over the last years about Steve1’s compliance with our regulations; their only concerns are about working out the details of chaperonage and such logistics. They are sensitive to the tenderness of survivors of sexual abuse and are intent on improving their support and care for their needs. Also they are aware that such changes require extended time for deliberation and response to concerns that may arise; they do not know when it will be appropriate to bring this suggestion for action (45 dd. are not enough, we have learned), but wish to hear from all concerned.

Responding to questions of clarification, it was found that there is as yet no proposal on whether to modify Steve1’s access to different parts of the Meetinghouse (restrooms etc.); we are unclear about what changes occur in legal requirements after a person is released from DoC supervision; we have need of contacting and getting the services of Marie Fortune and the trained staff at the FaithTrust Institute <http://www.faithtrust institute.org/about-us> and the King Co. Sexual Assault Resource Center. Several Friends were concerned to note Steve1’s record of abiding by our rules; others that we are not bound by his self-restrictions in what limits we choose.

b. Discussion: Concerns and suggestions

How will such a decision affect attendance by survivors of abuse and those who are affected by his presence? How do those who have not been affected respect the trust and sensitivity of susceptible survivors? How can we help them or respond to their needs if they do not identify themselves even to OS Comm. or communicate their problems? How do they heal and move forward? How do we balance with love the needs of Individuals against the life of the community? Is it possible to be tender both to those who are triggered and those who want to move on; to have expectations of love healing people in the Light?

What do we mean by “the safety of our children”? Not talking about it at all? Protecting them from reality? Teaching them resilience and tolerance? Focusing on the (relatively unthreatening) identified offender and ignoring any secret offenders among us? Openness protects both survivors and offenders. Is it in our power to provide safety - spiritual as well as physical or emotional?

Can we be more organized in supervision of chaperones and clarify our expectations of them as well as channels of accountability?
How can we continue to be open and encourage openness around these hard topics - knowing that openness is one of the defenses against the secrecy in which abuse thrives? How do we value each member of our community in their strengths and weaknesses - knowing all have failed - without showing preference for one person’s needs over another’s?

Clerk announced the topic will be held over until Oversight has had a chance to reconsider this input. The Committee would still like to hear from anyone with new ideas, including how to revise the Bulletin announcement.

2011/11/04 Steve2 Smith Attends UFM
Oversight

b. Attendance of Steve1 Smith on December 25

Oversight brought a request that Steve1 Smith be permitted to attend 11:00 worship, and the following social hour, on December 25 (a fourth Sunday). Ways to minimize disruption to Steve1 by children entering his section of the Worship Room were discussed.

Friends APPROVED permitting Steve1 Smith to attend 11:00 Meeting for Worship on December 25.

c. Participation of Steve2 Smith

Steve2 Smith has recently begun attending UFM. He was released from Monroe Prison in July after serving 30 years for rape. He was one of the founders of the Monroe Worship Group, an editor of Prison Legal News, and is involved with the Alternatives to Violence Project. He has completed all terms of his sentence and is no longer under supervision by the Department of Corrections. He was evaluated by a state/appointed forensic psychologist prior to being released into the community and deemed unlikely to reoffend. Dorsey Green and Peter Hinchliffe had an extensive meeting with Steve2 Smith and his wife. Steve2 has a support committee which includes Friends from other area Meetings. A member from UFM will be named to this committee.

Oversight considered it appropriate to present this information to UFM in the interests of transparency and care for survivors, and because rumors and sensationalistic reports about Steve2 have circulated in the local community. Oversight was asked to arrange an opportunity for Steve2 to answer questions from members of the UFM community.

2011/10/05 UFM Approves Condition Revision, Circle of Accountability and Support
Oversight: Formation of Circle of Accountability and Support and updated Conditions of Participation for Steve1 Smith
Oversight brought back the two documents presented last month on Steve1 Smith’s participation in Meeting (See Oversight Proposals and Reports: 2011/09), addressing issues that were raised. Copies were distributed. Steve1’s contact person (currently Dorsey Green) will not be a member of the Circle, but will continue to exist as a separate position, playing a vital role in our relationship with Steve1. Oversight will oversee the membership of the committee (as the Subcommittee on Care does with Care Committees).

Friends APPROVED the formation of the Circle of Accountability and Support.

Steve1 will complete his Department of Corrections restrictions in the spring of 2013.

Oversight brought back the reorganized, simplified, and updated document stating the conditions of Steve1 Smith’s participation in UFM. The phrase “Steve1’s committee” refers to the Circle of Accountability and Support. Item #7 in the section “What Steve1 May Participate In” reflects Meeting’s previous direction to QUEST that Steve1’s participation in UFM be disclosed to new interns at their orientation. This may not be happening in practice. If QUEST wishes Meeting to reconsider this condition, they may bring a request.

The consequences for violations of the conditions came from previous decisions by Monthly Meeting. The chaperone agreement will be attached to the conditions. A few typographical corrections were noted.

Friends APPROVED the reorganized Conditions for Steve1 Smith’s Participation in UFM.

2011/09/07 Circle of Accountability and Support Proposed
Oversight: Formation of Circle of Accountability and Support and updated Conditions of Participation for Steve1 Smith

Oversight proposed that Steve1 Smith’s care committee be changed to a Circle of Accountability and Support (a name taken from the book Trust and Trespass: Quaker Meetings and Sex Offenders from Britain Yearly Meeting), reporting directly to Oversight. A draft proposal stating the purposes, membership, and convening of the proposed Circle was presented. It was suggested that the membership section include provision for reviewing whether members want to continue on the Circle, as with care committees. It was asked whether this body would replace having a contact person who meets with Steve1 monthly. Oversight will consult about the role of the contact person with Dorsey Green, who currently serves in this capacity. The proposal will be brought back next month with these issues addressed.

Oversight will discuss laying down the Subcommittee on Interpersonal Violence, which has been vacant for at least three years.
Oversight found that the document stating the conditions of Steve1’s participation in UFM has become convoluted and out of date. Oversight reorganized the document, added recently approved changes, and removed some redundancies and wording no longer reflecting current practice. A draft of the revised document was presented to UFM for approval. Deletions were indicated on the draft. It was suggested that items 2 and 4 under “What Steve1 May Participate In” be integrated so they do not appear to contradict each other, and that the rules for Steve1’s use of the bathroom be clarified. The updated Conditions of Participation will be brought back for approval in a future month.

2011/05/07 Oversight Working Report
Oversight: Statistical Report

c. Announcements

Oversight reported on how the changes approved at the January Monthly Meeting to Steve1 Smith’s conditions of participation in UFM are working. He has been participating consistently in the Adult Religious Education program. No concerns have been raised to Oversight about his participation. One chaperone requested additional guidance on what to do in the event that a condition is violated. The Department of Corrections chaperone form does not state how violations of conditions specific to participation in UFM should be reported. Oversight will educate chaperones about the process for reporting issues.

Oversight anticipates bringing recommendations for additional changes to Steve1’s conditions of participation in future months. He has had a care committee for many years; Oversight is in the process of clarifying the purpose of that group. Its name has been changed to the Circle of Accountability and Support and it will report directly to Oversight (rather than to the Subcommittee on Care). Oversight is drafting a written description of the purpose and duties of the group, linking it to the approved conditions of participation. These will eventually be brought to Monthly Meeting for approval. Oversight and Nominating are working on the appointment of Steve1 to a committee. Another change in his conditions of participation would need to be approved in conjunction with a nomination.

2011/01/03 Attendance at Adult Religious Education Proposed
Oversight: Participation of Steve1 Smith in Adult Religious Education

The Clerk invited Friends for whom this issue is difficult to sit with Jana Ostrom and be held in worship at any point in the discussion. Nancy Helm summarized the history of Steve1 Smith’s involvement with UFM. Information about conditions of participation established by UFM and requirements of the Department of Corrections were shared.
UFM’s requirements are congruent with DOC’s and in many cases more stringent. The conditions are for Steve1’s own safety as well as that of children and others in UFM.

At the October Monthly Meeting, UFM discussed a request from Steve1 to expand his participation in Meeting. On December 5 a threshing session (attended by at least 25 people) was held on the issue, characterized by open/heartedness and courage on the part of all participants. Themes voiced included: we are proud of UFM for including Steve1 and grateful for what has been accomplished in caring for him, for survivors, and for the safety of our children; survivors are not a monolithic bloc in their needs and the needs of one individual may change over time; there is no such thing as absolute safety; bringing the topic out in the open and treating children as people improves safety.

Oversight has reached unity to propose that Steve1 be permitted to attend the Adult Religious Education program at 9:30 am on the 1st and 3rd Sundays of the month (the Sundays he is already permitted to attend 11:00 worship), and to remain in the social hall or other upstairs areas of the building until 11:00 worship. Steve1 will continue to be required to find chaperones and follow other existing conditions of participation during these times. Further proposals to permit increased participation may be offered later. Oversight feels this proposal is a useful interim step. If approved, we will allow time to see how the change is working and will reconsider after a trial period of six months.

There was discussion of Oversight’s proposal. A number of parents spoke. Friends considered the proposal well thought out and appreciated the trial period. We were reminded to treat each individual as an individual, and get to know each other in order to fully care for one another. Other alterations to Steve1’s conditions of participation were suggested, such as that he be allowed to attend Thanksgiving and Christmas activities, 5th Sundays, and/or social hour after 11:00 worship on 1st and 3rd Sundays. Friends were not in unity to approve changes other than those proposed by Oversight at this time, but requested that Oversight season them and bring further proposals before the end of the six/month trial period if way opens.

The proposal as presented by Oversight was APPROVED, and will go into effect on the first First Day in February.

2010/11/10 Threshing Session Announcement
Announcements
a. Threshing session

Oversight will host a Threshing Session about Steve1 Smith’s participation in UFM and caring for survivors of sexual abuse on Sunday, December 5, at 1:00 pm in the worship room. Kathy Hubeneth will clerk. Arrangements will be made to provide child care.
Oversight: Proposed changes to Steve1 Smith’s participation in the UFM Community

Steve1 Smith has been a participating attender of UFM since 2001. He was convicted to a non/predatory sex offense and is considered by the Washington State Department of Corrections to be at very low risk of re/offending. Meeting has worked out carefully over time how to handle the situation and to hold the tension of his attending and the needs of survivors of sexual offenses. His current participation rules include a constant chaperone while at UFM. He has followed the rules for participation faithfully. He has asked us to consider changes in his participation while continuing with the chaperone at all times and all of his Department of Corrections restrictions. He would like to be able to attend all UFM function except 9:30a.m. Meeting for Worship, e.g. attend Adult Education sessions, attend 11:00 a.m. worship every week, use the parking lot, join a committee, attend Business Meeting, and participate in all other occasions at UFM. The committee has met with parents of young children and the liaison with survivors to gauge the impact of any changes. Friends are encouraged to contact members of Oversight with any concerns.

The discussion on this topic was long and heartfelt. Friends spoke of the UFM practice of always having two adults with the children when they are being cared for by the Meeting. One friend spoke of how the word “offender” puts people into a box. Our relationship with Steve1 continues to be an opportunity to practice tolerance, love, and move into more harmony with Steve1 and for him to do the same with our community. His ten years with us speaks of his commitment to our Meeting. Friends spoke of our Meeting having more work to do with protection of survivors who are triggered by Steve1’s presence. Do we need to renew the survivors meetings? Often people in the most pain will not speak out and still need loving attention. Post/traumatic stress disorder means that someone’s fundamental sense of safety has been shattered. It is possible to recover from trauma. People often do not seek care until many years after the traumatizing event. Three people identified themselves as survivors and spoke of the difficulty of talking and hearing of these issues. We were reminded to consider that the changes in Steve1’s participation will need more hours devoted to chaperonage. We are called to have faith and judge people as we want to be judged. We seek to embrace the stretching that needs to happen when we do not seek a place of comfort, but of growth. Oversight Committee was encouraged to change the sex offender announcement in the bulletin and provide a name for people to contact with concerns.

2010/04 State of the Meeting Report for 2010
Our worshipping community still includes an identified sex offender as well as ministries for survivors of sexual abuse and about the safety of our children.

2009/05/10 2009 Annual Report, UFM Approves Library and Upstairs Bathroom Use
a) Report
Oversight as a group has covered in the last year for the absence of its sub-committee on Interpersonal Violence. Ann Stever, clerk, brought the annual report, usually given in Fourth month [See Oversight Proposals and Reports: 2009/05/10. It reports on education, safety and support for victims of sexual abuse and our one know offender.

b) Recommended changes

Concerns have arisen because of confusion in the existing policy for Steve1’s presence: it is unclear what is permitted in access to the restroom or the library. Oversight recommended that we allow Steve1 to visit the library (which no longer has children’s books) and the upstairs restroom in the period he is allowed in the building. After brief discussion,

Meeting APPROVED allowing Steve1 to use the library or the upstairs restroom 15 minutes before the start of Meeting for Worship or up to 15 minutes after the rise of Meeting on the First days when he may attend.

A Friend was moved to share appreciation for the Meeting’s dealing as well as it can with this issue. As a survivor of violence, the Friend thanks us for open tenderness to the violated and for avoiding demonization of the violator.

2009/04 State of the Meeting Report for 2009
Oversight Committee, for example, has added work because no one stepped up to Clerk either our Care Subcommittee or our Subcommittee on Interpersonal Violence. We continue to have a contact person for survivors of sexual abuse and another for the known sex offender in our community. Our community is committed to having two adults around children at meeting events and First Day School. We continue to support survivors of sexual abuse and our known convicted offender.

2009/03/06 UFM Approves Attendance at All Meeting Retreat
Next All/Meeting Retreat / Attendance

Ann Stever, Clerk of Oversight, reported that after consultation the Committee recommends that Steve1 be permitted to attend the All/Meeting Retreat in Fifth Month. During discussion concerns about his relationship to the topic and ways to include him in the work party were raised. Although Meeting approved Steve1’s attendance at our last retreat, he was unable to attend because of his work schedule.

Meeting APPROVED allowing Steve1 to participate in the next Retreat if he is able.

2008/12/11 UFM Approves Attendance at Year of Discernment Retreat
All/Meeting Retreat

a. Steve1’s attendance
The proposal for Steve1 Smith’s attendance at the retreat had been carried over from November to give all ample time to comment. The Committee reported no feedback.

Friends APPROVED Steve1’s attendance at the retreat according to the guidelines proposed.

2008/11/06 Proposal to Attend Year of Discernment Retreat
Oversight Committee

a. Attendance proposal

Ann Stever, clerk, brought the Committee’s recommendation that Steve1 Smith be allowed to attend the next Year of Discernment Meeting Retreat in January. [See Oversight Proposals and Reports: 2008/11] The report will be published in Gleamings but those present were asked to raise any concerns with Oversight or Year of Discernment members before their next meetings (app. 11/22/29).

After a brief discussion and clarifying questions, the decision was held over until 12th month Monthly Meeting.

2008/09/01 Dorsey Green Appointed Official Meeting Contact for Steve1
Oversight

a. Ministry to sex offender

Ann Stever, committee clerk, reminded Friends that there is no active Sub/committee on Interpersonal Violence. Until a clerk of that sub/committee is named we need an official liaison to the community corrections officer and psychologist working with our sex offender.

The Meeting approved the statement: University Friends Meeting appoints Dorsey Green as the interim official Meeting contact for Steve1 Smith. This includes contact with his therapist and his Community Corrections Officer.

A number of questions led to discussion of our responsibility for safety of vulnerable members of our community.

2008/05 State of the Meeting Report for 2008
Our Adult Religious Education program draws from 10-40 attenders each Sunday, with a range of topics and presenters from inside and outside the UFM community. Our young peoples’ Education Committee is thankful for a strong group of volunteer teachers for our childcare and First-Day School. In general this year, there are more children attending more of the time in both childcare and First Day School. The challenge, however, is finding second adults for the safety and support of children.
Safety protocols have been developed by the Education Committee, which the Junior Friends (teens) are using while developing their own.

UFM continues to labor with how to balance our ministry to children, survivors of sexual abuse and a known offender. To help members of the community more deeply understand the suffering sexual abuse causes, our Subcommittee on Interpersonal violence has developed a compassionate listening project, Among Friends, for those affected by sexual abuse. The group of eight trained listeners find their skills challenged, but are rewarded by the gift of knowing someone intimately. For the speakers, it is a gift to be heard, understood and cherished at their vulnerable, sacred center.

2008/04/02 2008 Annual Report
Subcommittee on Interpersonal Violence (SIV) Clerk Diane Ste Marie read the annual report. Friends then spoke out of worship.

Thanks for the good work of the subcommittee were expressed. The uncomfortable nature of this content and work were acknowledged. It shows the depth our faith when we support each other and seek divine guidance. The positive impact on victims and offender is incredible. Updates are appreciated; sometimes the need for confidentiality makes communication difficult.

It was clarified that the rules for Steve1’s participation in Meeting have not changed.

A Friend spoke to the opportunities we are given to practice acceptance, dialogue, and reconciliation. Another notes how much work and energy have gone into this issue, and expresses a desire to move forward on some of the recommendations. A Friend who is also a survivor spoke to the negative social consequences of shunning perpetrators, and thanks Meeting for taking on the project. She wishes the people who harmed her had had similar support.

The report was ACCEPTED with thanks.

2008/03/09 Report on Safety Policies by Religious Education Committee
2008-03-03 Religious Education Committee co-clerks reviewed the safety policies they’ve developed for childcare and elementary school children, and the thinking behind these policies. They also seek volunteers to serve as second adults. The point was made in discussion that all the adults in meeting need to be educated about preventing and recognizing abuse and how to be properly protective of children.

2008/01/08 Informational Flyer
Oversight:

Subcommittee on Interpersonal Violence brings Friends attention to the yellow flyer University Friends Meeting’s Ministry on Sexual Abuse and encourages us to read it.
2007/09/03 SIV Requests Advisors
Announcements

b. Diane Ste Marie of the subcommittee on Interpersonal Violence and Bill Ames of Worship and Ministry seek 8/10 people to advise the committees on how they might put together a compassionate listening project or otherwise best support individuals and communities who are healing from sexual abuse. The meeting is scheduled for 9/24.

2007/05 State of the Meeting Report for 2007
Last year John Calvi came to be with us as a Friend in residence, and his presence as a healer was a gift to us as individuals and a community. His presence and return this spring supports us in the continuing work entailed by the attendance of a convicted sex offender at our worship.

2007/04/05 Second John Calvi Visit, 2007 Annual Report
Oversight Committee Business:

b) Ann Stever reminded us that Meeting has approved Steve1 Smith’s attendance at Upkeep Committee meetings, and informed us that the meeting time has changed to second Mondays.

c) John Calvi visited us March 21/23, meeting with as many Friends as time permitted. He visited Margaret Gottlieb and Lynn Waddington at their homes. His expenses were covered by contributions.

d) Jonathan Betz/Zall presented the annual report of the Subcommittee on Interpersonal Violence (SIV). Meeting ACCEPTED the report and offers thanks to the SIV.

2007/02/12 UFM Approves Conditions Update
Oversight

- John Calvi will be visiting Mar 21/23. Ann Stever can book healing sessions. There will be a Potluck with John on the 23rd at 6 PM, followed by discussion. The topic is “How do we assess and encourage the health of the Meeting?” John has provided queries in the hope that committees can take some time to discuss them before his visit.

- Oversight seeks approval for Steve1 Smith to be present on Wednesday, March 21 between 12/2 and for him to be alone with John Calvi during that time. Meeting APPROVED this.

- Oversight also seeks Meeting’s approval for a new meeting place between Steve1 and his chaperone, namely in the parking lot across from Meeting or at Steve1’s car. The previous location in front of Quaker House has too many
children passing by. Meeting APPROVED the new meeting places for Steve1 and his chaperones.

2007/01/07 UFM Approves Changes to Conditions to allow Steve1’s Nomination to Upkeep Committee
Nominating and Oversight Committees joint report

Nominating brought forward Bill Ames to serve as the W&M representative on the Subcommittee on Interpersonal Violence, and Polly Knox to serve as at/large member of the Subcommittee on Homeless People at UFM. Meeting APPROVED the nominations.

Nominating brought forward the nomination of Steve1 Smith, a registered sex offender, to Upkeep Committee. Ann Stever of Oversight then reported to modified conditions for Steve1’s presence on our grounds. (attachment 3)

In summary, the office will know in advance when Steve1 will be working at the meetinghouse, and a sign “Steve1 is working in the Meetinghouse” will be posted on the main door; he will be chaperoned when working in or around the Meetinghouse.

Oversight has discussed the modified conditions with all concerned, including other members of upkeep, the two survivors of sexual abuse whose identities are known to them, and with Kathy Knowlton, who coordinates the support group for survivors of sexual abuse.

Meeting APPROVED Steve1’s nomination to Upkeep and the modified conditions for his presence on our grounds.

2006/12/11 Oversight Raises Communication Concern
Oversight

Oversight brings some concerns about how Friends communicate among themselves around the difficult or emotionally/charged issues we face or have faced, such as Steve1, homeless people, survivors of sexual abuse, same/sex marriage.

They raise the following questions:

- How do we treat each other in Monthly Meeting?
- How do we encourage people who don’t agree with each other to converse?
- How are we treating each other as a community?
- What about the role of rumors in our decision/making?

Friends spoke to these questions out of worship.

2006/12/09 NPYM Minute on Abuse
a. Minute on Abuse
The MGOF minute “on Conflict & Abuse” is serving as a starting place for an NPYM minute, with a subcommittee of YM gathering feedback. We should expect a revision to come back to us early next year for further discussion.

Our W&M is currently seasoning the minute, and feedback to the subcommittee can go through members of W&M. W&M will be sponsoring a UFM forum on the subject.

It was requested that the minute be posted on our website.

The point was made that our Subcommittee on Interpersonal Violence should have input, and they do plan to discuss the minute.

2006/09/10 2006 Annual Report
Oversight

b. The Subcommittee on Interpersonal Violence (SIV) made its annual report (See SIV Reports and Communications: 2006/09). The measures we are taking to assure the safety of our children were summarized.

Out of worship, an anonymous letter (See SIV Reports and Communications: 2006/09 Letter from an Anonymous Survivor to SIV) from a member of our community was read asking that we carry forward in our hearts the spiritual enormity of child sexual abuse and support survivors on their spiritual journeys.

A second letter (See SIV Reports and Communications: 2006/09 Letter from Jessamyn Hager to SIV) from a member of Meeting who is a survivor of child sexual abuse was then read. It spoke powerfully to the impact on victims of the presence of a known offender in our worshipping community. Friends reflected worshipfully upon the messages in these letters.

2006/06/15 2006 Annual Report Laid Over
c) The annual report of the Subcommittee on Interpersonal Violence was laid over for lack of time.

2006/05/10 Report on John Calvi Visit and Workshop
Oversight
e. A report was read on John Calvi's visit. Friends expressed their thanks to the planning committee. The Subcommittee on Interpersonal Violence is working on the lessons learned from the visit.

- Worship is our center and where we are grounded.
- We are doing a good job; we have moved at the right pace.
- We need to practice patience and compassion.
- We need to look at healing as spiritual learning.
We wanted to learn about trauma and healing. Healing is cyclical / a time to work on a problem, a time to learn, and time to rest. The pain of trespass has many dimensions / did it happen once or many times, was it secret, is it still secret? How do we talk to survivors / acknowledge pain respectfully, ask how they understand their situation?

2006/04 State of the Meeting Report for 2006
Healing has become a theme for us in dealing with these matters. We have struggled to understand healing as a process of accommodation to everyone’s experience, of education, and of guidance by the Spirit. This year that has again meant dealing with the presence of a confessed sex offender among us. We have a subcommittee on Interpersonal Violence to guide us in working through the concerns, both of those affected negatively by the reminders his presence provokes, and of others who are ready to accept him under the current conditions. We continue to learn about guidelines for protecting our children and setting boundaries for our adults. In Fourth-month noted Quaker healer John Calvi came to offer his ministry, counsel and a workshop for healing from trauma. We will continue searching for a way forward.

2006/03/10 UFM Approves Conditions Revision
Oversight:

b. Friends APPROVED a request for Steve1 Smith to meet in the meetinghouse without a chaperone with John Calvi.

c. Friends APPROVED changes in the phrasing of Steve1’s agreement for conditions for participation in UFM. [see UFM Conditions for Participation: 2006.]

2006/02/07 UFM Approves Conditions Revision
- Friends expressed thanks to the committee for their work on this project.

e. A report (See SIV Reports and Communications: 2006/02/12) from the Subcommittee on Interpersonal Violence reviewing UFM’s relationship with Steve1 Smith was read and ACCEPTED.

- A proposal was made to change Item A of the chaperone agreement to read "I will come onto University Friends properly only at times that Meeting has authorized my attendance and under the conditions Meeting has set. At all UFM events I will have a chaperone."

- Friends APPROVED the terms of the amended chaperone agreement.

j. Friends discussed what outcomes we desire from John Calvi’s visit. Points shared included:

- Hope that the visit will help UFM as a larger community to focus on concerns in finding ways for everyone to participate and be here.
- Boundaries discussions are important in helping individuals who are potentially being hurtful to others. Setting boundaries is a collective process.
- Appreciation that there will be a focus on our own need for healing within. We do not want to define the event so narrowly that people will not attend.
- Come with the expectation of the unexpected.

2006/01/09 John Calvi Workshop Scheduled

e. Oversight is working on issues relating to Steve1 Smith's participation in Meeting.

f. The John Calvi workshop is scheduled for Saturday, April 16. Calvi will be available from Thursday through Sunday.

2005/08/05 Worship Attendance Clarification

2005/08/09 Oversight Committee

c. Oversight clarified that the guidelines for Steve1 Smith's participation in worship allow him to arrive 15 minutes before and stay 15 minutes after the scheduled worship time.

2005/05/13 Proposal Laid Over

2005/05/06 Oversight

f. The proposal to increase Steve1 Smith's participation in meeting has been laid over do more work in understanding post traumatic stress and sexual abuse.

Editor's Note: The 2005/04/08 proposal by Oversight was laid over until 2006/02 when the revised conditions were proposed by SIV and approved by UFM. The revised conditions did not include participation at monthly business meeting or adult study hour but instead were an approval of the existing 2003 conditions with some changes to loosen the restrictions around visiting the homes of members to match what was required by the department of corrections and some changes to the wording in order to improve clarity.

2005/04/08 Attendance at Business Meeting and Adult Study Hour Proposed

2005/04/05 Oversight

c. Report and proposal on Steve1 Smith

Steve1's relationship with meeting was reviewed (See Oversight Proposals and Reports: 2005/04) and a proposal presented for Steve1 to attend all business meetings and the adult study hour on 1st and 3rd Sundays. In making this proposal, the committee wants to balance concern for survivors of sexual abuse and for Steve1. Steve1 would still be under the current restrictions, including having a chaperone. It has been a year and a half since there has been any change in the conditions of his participation in meeting. Steve1 has abided by all the limits we have set. In addition,
Steve1’s status has changed. He has completed his 3/year treatment program and is continuing his treatment voluntarily. Meetings have been held with survivors of abuse to get their views on the proposal. In general, there was a sense that the situation is “untidy”. A sense of sorrow was felt that what looks like support for one group in meeting looks like non/support for another. A desire was expressed to be present to others sorrow and suffering.

The proposal will be seasoned until May and represented for consideration then.

A period of sharing on the proposal followed. Appreciation was expressed for the carefulness and thought that has gone into the work of the committee. A Friend who has been in one of the listening groups meeting with abuse survivors expressed a real, anguished sense that there is no one right final answer. No matter what we do, someone is going to be in pain from it. Friends were asked to remember there will be pain. A Friend said he was very impressed by peoples’ willingness to following the spirit and not lash out of their pain, and with peoples’ true openness and depth of spirituality. The situation is intrinsically and unavoidably messy, no matter what decision we make.

Friends who want to discuss this topic should contact members of Oversight Committee.

2005/04/08 State of the Meeting Report for 2005
For the last three years we have worked as a community to address issues which have emerged since a convicted child sex offender asked to worship with us and to be part of our community. Over this time, we established a three-person Subcommittee on Interpersonal Violence to address several issues. With spiritual support from our Meeting this offender has finished his court-ordered treatment and become the first sex offender in King County to graduate to a Minimal Management Unit. Our community has striven to address many different concerns and to educate ourselves and our children about safety and interpersonal violence. Survivors of abuse now meet on a drop-in basis twice a month to support one another and find their voices within Meeting. We presently allow the offender to attend worship with a chaperone at predictable times, and we are still seeking clarity about fuller participation in other activities.

2005/02/13 Steve1’s Aunt Dies
2005/02/03 Announcements

Steve1 Smith’s aunt Marcia Lane’s death was announced. She was a member of San José (CA) MM, active with AFSC and Pacific YM when we belonged to it.

2004/12/12 Oversight Report
Oversight
c) The Committee on Interpersonal Violence
They presented a report reviewing what Meeting has done in relation to sexual abuse, including abusers and survivors of abuse. A set of queries were read:

- Why is the topic of sexual abuse so uncomfortable and difficult to discuss?
- What is the difference between someone choosing to remain silent and feeling silenced?
- How can Meeting provide and atmosphere in which survivors can speak out?
- What does it mean to truly hear what survivors are telling us?
- What does it mean to BE heard?
- How can we make UFM more sensitive, welcoming and supportive for survivors?
- How can we be effective allies?
- What might we do in addition to the above list?

Sharing out of the silence:

A Friend hoped that we keep doing all of this, saying there is a continuing need for education for parents and curriculum for children. Families come and go, children grow, care givers come and go. If we build it into our curriculum, so that it repeats for children and adults, we may have fewer abused in the future. If we are doing open education for our own community, newcomers will see us openly discussing and dealing with the issues and may feel more able to discuss their needs.

A Friend said sexual abuse and violence are issues that are difficult to talk about partly because they are institutionalized. What is in place does not have enough avenues for us to move through in dealing with these issues in candid and open ways, rational as well as caring. We all need to be able to come to business meeting able to see all of the parties involved, perpetrators, abuse survivors, and the innocent among us, so that we do not have an empty shell of our own institution that does not respond to people in need.

The topic is so difficult to discuss because the broader culture of which we are a part is not very good at talking about sex. We do not talk about the topic in a personal way. Our instinct is not to want to hear it. We have to learn how to hear it.

We are in a culture where people are blamed for anything that is not quite right about them and the abused often believe the abuse is their fault.

We may need to shift our thinking about who needs healing. We tend to think of people who have suffered abuse as needing healing. In a way we all need healing about our strained attitudes toward sex in our country. Healing may be something needed by all our community, rather than specific individuals in it. We
should take the focus away from those who are suffering, understand that the attitudes we grow up with in our society are part of the problem.

Appropriate, timely, sensitive processing of abuse events can help reduce the trauma associated with the event.

A Friend said people tend to think you are a terrible person if you have had something terrible happen to you.

A Friend observed that we face a paradox: One thing that can lead abused to feel comfortable in meeting is the lack of intrusion. Un-intrusive, individual, quiet aspects of meeting may help make them feel more comfortable. Once we start dealing overtly with traumatizing things, we may inadvertently be lessening the meeting experience for people for whom it is very important. It is important to understand that some people may not want to talk about it. We need to give them as much meeting space as we can.

The sharing ended with acknowledgement that it is a beginning, not an end to the conversation. Anyone with further thoughts should contact Ann Stever.

**2004/06/11 UFM Approves Attendance at Freedom Project**
2004/06/09 Oversight

b. OS Committee proposes that Steve1 Smith be permitted to attend any future events of the Freedom Project which may be held at the Friends Center, as we have approved once in the past.

Friends approved Steve1 Smith’s attendance at Freedom Project events whenever it rents our Meetinghouse.

**2004/04/09 Oversight Report, SSA Forms, SIV Approved**
2004/04/07 Oversight

Dorsey Green reported on the formation of a support group for survivors of sexual abuse. As part of our exploration of sexual issues, it has become clear there are several sexual abuse survivors in our community. The support group is meeting twice a month on a drop/in basis. This has helped ease the secrecy and isolation that has been the price of past abuse. Oversight has asked this group if they have any requests of the Meeting at large. They have responded that Friends need to continue to educate ourselves about the impact of abuse. Dorsey reported that people who have not been abused sometimes do not want to know about abuse, or sometimes make assumptions about victims or survivors.

Oversight conducted a six/month review regarding Steve1’s participation in Meeting, and there will be annual reviews from now on. Steve1 currently has a care committee
with two active members. He has been abiding by his guidelines, and asking appropriately for exceptions. Oversight Committee finds itself split, some members think we are moving too fast, and others think we are not moving fast enough. Steve1 had been interested in participating in Business Meeting, in study hour, and at non/Meeting events held at UFM. Oversight is not clear to make any changes, and therefore recommends the continuation of current practices for the coming year. Friends APPROVED.

Oversight proposes the formation of a new committee on family violence, composed on representatives from Oversight, Worship and Ministry, and at/large members. This committee will provide support to survivors of physical and sexual abuse, monitor Steve1’s status in Meeting, and educate Meeting about family violence issues. Meeting APPROVED. This committee will name a new contact person for survivors of sexual and for Steve1’s court monitoring requirements because Dorsey is going off of Oversight committee.

2004/04/09 State of the Meeting Report for 2004
The presence of an admitted sex offender in our community has caused anxiety, but has also stimulated constructive responses. The Meeting sponsored a one-day workshop on sexual abuse by Megan Kraus, a staff person from the Harborview Sexual Assault Center who works with religious congregations. Subsequently, the Worship and Ministry Committee organized a series of discussion groups on the topic and the Adult Religious Education Committee brought in speakers to discuss the issues of sexual abuse at the 9:30 discussion hours. Also, the Education Committee sponsored several activities to help assure the safety of the Meeting’s children. In all, we have achieved an increased awareness of the need for on-going support to survivors. The Oversight Committee has organized meetings with survivors to help the Meeting clarify their further needs. For nearly a year, the UFM organized a separate meeting for worship to accommodate the acknowledged sex offender. Afterwards, multiple safeguards were put in place to permit him to attend Meeting for Worship and participate in other appropriate activities when accompanied by a chaperone.

2004/01/11 UFM Approves Steve1’s Attendance at Ex Offenders Group Meeting at Meetinghouse
2004/01/05 Oversight Committee

Friends APPROVED allowing Steve1 Smith to attend an event scheduled at UFM for a group of ex/offenders he actively participates in. Friend note this approval was necessary because of our community’s agreement with Steve1 about what times he is on the UFM campus. However the general question of Steve1’s attendance at otherwise public events held at UFM was deferred along with other points until Oversight Committee reports in April 6 months after Steve1 returned to worship.
Friends worshipfully discussed and APPROVED Oversight Committee’s recommendation that Steve1 Smith be invited, subject to multiple conditions, to worship at Meeting for Worship, at 11:00 on the 1st and 3rd Sundays; at 9:30 on the 2nd and 4th Sundays, and elsewhere on the 5th Sunday when children attend the entire Meeting for Worship. Full Guidelines are on file in the office or with Oversight Committee. The text of the minute:

University Friends Meeting is ready to welcome Steve1 Smith to meeting for worship on the 1st and 3rd Sundays at 11:00 o’clock worship and on the 2nd and 4th Sundays at 9:30 worship. We expect him to worship off campus on the 5th Sundays. We take this action after over a year of deliberation, as Steve1 is a convicted and admitted sex offender involving children. Our decision is guided by the following considerations:

(1) Steve1 is a willing and active participant in a treatment program that includes guidelines for his behavior, including a requirement for a chaperone whenever he is in our building. Steve1 is willing to publicly acknowledge his history to our community.
(2) We recognize the integration of people with a criminal history back into society as a major problem that we cannot ignore.
(3) Many of us believe that worshipping with Steve1 will challenge us to grow in spirit and understanding of the Divine.
(4) Steve1 has a past history of association with Friends and is in accordance with Friends' testimonies.

In making these decisions we are keenly aware that adult survivors of abuse may be particularly negatively affected by the idea of sharing worship or a community with a sex offender. It is our hope that we can find ways to support each person's healing and faith while we balance the tension of trying to be a place of worship for all. Through our experience in small groups and community educational activities and our sharing worship with Steve1 we remain open to new light on appropriate action. We commit to reviewing our decision and process within six months time, and yearly thereafter.

2003/10/10 Guidelines for Steve1 Smith’s Worship Attendance
proposed by. Oversight Committee 10/2003
Approved as Corrected by Business Meeting 10/10/2003
(Text in boldface is proposed guidelines; plain text is discussion.)

Attendance at worship
Steve1. Smith will be welcome to attend the 11:00 AM worship on 1st. and 3rd Sundays of each month, and the 9:30 worship on the 2nd and 4th Sundays. Since the fifth Sunday is children-included-in-worship days, he will not be allowed on campus that day. We hope he will be able to worship in Quaker house or in someone's home that day.

Steve1 will be allowed to come to the worship room 5 minutes early and stay after worship for 15 minutes. He will come and go directly from the worship room. He will sit in the same section every Sunday either the 11 or 2 o'clock sections as you face the windows.

Our rationale for these choices is as follows since there are adult survivors of abuse who have strong involuntary reactions to being in the same room with Steve1, we are trying to give them and him access to corporate worship opportunities. We are recommending restricting him to worship only, because we don't have unity on Oversight but have some agreement that including Steve1 especially in the Study Hour is a likely next step.

Chaperones

Oversight will be responsible for approving chaperones that Steve1 proposes. Oversight will then make sure all chaperones understand the rules Steve1 must follow and the mechanism for reporting him if he does not adhere to them. Oversight will also make copies of the regulations available to the community.

The wording of the UFM rules that Steve1 agreed to regarding monitoring by his chaperones will be partly modified, to:

2. I will meet the chaperone in front of Quaker House

3. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the rest room under the chaperone's supervision.

Survivors

We discussed having an ongoing group for survivors in concept only. It would need to be clear that it is support and spiritually based, not psychotherapy. Also, alternating when Steve1 comes to worship is a way to keep corporate worship safe at some time every Sunday. We need to ask every survivor we know of in the community what would be helpful to them and see if we can create something that helps. We need to have a contact person listed in every Announcements and Gleamings, identified for survivors with concerns or questions.

Newcomers

There will be a sign announcing Steve1's presence at worship.
Suggested language is “Our worshipping community includes an individual who is a non-predatory sex offender under supervision and treatment. He may be at worship at the following times: 9:30 on the second and fourth Sundays, 11:00 first and third Sundays. He is in line of sight of a chaperone at all times while on our campus. If you have any questions, please ask a member of either our Oversight Committee or Worship and Ministry Committee. Members of these committees are identified as such on their name tags.”

There will also be an article in Gleamings that runs once a year (or a to-be-determined schedule), and a weekly announcement in the Announcement sheet.

Ongoing Community Awareness

After the initial 6 month evaluation, Oversight will have an evaluation on its agenda on a yearly basis. This review will include contact with the therapist, as long as Steve1 is in therapy, and DOC. Oversight will then be responsible for bringing a report to Business Meeting. If at any time Steve1 breaks his agreements he will be told to leave campus, and will be reported to the therapist or DOC. If this occurs, Oversight will decide if there is any compelling reason to reinstate Steve1 partially or fully.

2003/09/12 Meetinghouse Worship for Steve1 Proposed
2003/09/05 Oversight Committee

Friends heard and worshipfully discussed Oversight Committee’s recommendation that our community again welcome Steve1 Smith to Firstday worship at the Meetinghouse. Friends noted a great deal of worshipful discussion within Oversight committee as well as rich small group discussions about sexual abuse issues. Friends mentioned several safety measures that would be in effect. A list of 14 conditions Steve1 must observe would be available to anyone in the community. Violations would be reported to his treating psychologist and Steve1 could be kicked off campus. There would be a list of designated chaperones. Steve1 would be responsible to line up a chaperone any time he wants to come to the Meeting campus and Steve1 would be expected to remain within the line of site of the day’s designated chaperone at all times while here for Meeting for Worship. Oversight committee would commit to annual review of its ability to support Steve1 in this way.

Friends expressed a variety of concerns. Friends are concerned about the role of other people besides Steve1 in selecting chaperones, about training and accountability for the chaperones, about empowering everyone to report violations of Steve1’s conditions, about tools for other members of our community to address issues of sexual abuse in their lives. Friends are concerned that there be times when Steve1 is not present since some survivors who have spoken to Oversight Committee find even his presence distressing. Friends spoke of a general sense of wariness about the situation and
concern for their children. Others spoke of Steve's diligence about observing his rules, of the stakes for him if he messes up, and of a desire in general to guide offenders back into our communities. Friends note Steve is almost certainly not the only sex offender among us, and that there are many survivors among us as well.

Decision on the matter was laid over for future discussion.

2003/05/09 UFM Approves Ad Hoc Committee Recommendations and Lays Down Committee
2003-05-09 Committee on Issues Related to Sexual Abuse

a. Dorsey Green reported on the meeting lead by Megan Crouse, the small group discussions that followed and the follow-up work of the ad hoc committee. She asked the clerk to take on the responsibility of distributing the recommendations that follow:

1) a facilitated small group (approximately 8 people) discussion series with queries on issues related to sexual abuse be planned. Worship and Ministry committee will organize this.

2) That Megan Crouse be brought back to offer a program she has developed for 12-21 year-old girls on sexual abuse (and also determine what programs are available for boys). Religious Education committee will organize this.

3) That the Adult Education committee look into the possibility of hosting study hours on related issues.

4) That the conversation on issues related to sexual abuse be expanded to the Yearly Meeting level, including an interest group presentation on our experience.

5) That Oversight committee look into other ways that we can support survivors of sexual abuse.

6) That the Committee on Issues Related to Sexual Abuse be laid down.

Friends approved the recommendations of the Committee on Issues Related to Sexual Abuse and expressed appreciation for their efforts.

2003/04/11 Ad Hoc Committee on Sexual Abuse Report
2003/04/10 Ad/Hoc Committee on Sexual Abuse

Dorsey Green reported on the work of the Ad/Hoc Committee on Sexual Abuse. She thanked the members, Pablo Stanfield, Nancy Helm, Merlin Rainwater, Eileen Long, Abby Smith, Tobin Marsh, and Kathy Hubenet. On March 23rd, during the workshop run by Megan Krauss of the Harborview Sexual Assault Center, four focus groups met: Children, Adult Survivors, Perpetrators, and the Meeting as a whole. Next month, the
committee will present recommendations from these focus groups along with a recommendation to lay itself down. Recommendations will include specific points regarding Steve1 Smith as well as specific recommendations to various committees of UFM.

2003/04/11 State of the Meeting Report for 2003
We continue to struggle to respond to a request from an admitted child molester to worship with us and participate in our community life. Some Friends feel a calling to support the redemption of someone who has repented of a grievous error. Some feel that our Meetings for Worship should be open to all. At the same time, some Friends do not think the Meeting can ensure or sustain the security, both psychological and physical, of our children and abuse survivors, in the presence of a known abuser. We are committed to the care and safety of our entire community as we seek discernment. At present, the individual and supporters gather for Meeting for Worship in Quaker House every First Day. This request from one person has led us to examine our lives as individuals and as a community. Oversight, Worship and Ministry, Religious Education, and Adult Religious Education committees are working on responses in their areas. An ad hoc Committee on Issues Relating to Sexual Abuse has gathered literature resources for the community and presented an educational event for the Meeting.

2003/02/09 UFM Approves Quaker House Scripture Study for Steve1
2003/02/05 Steve1 Smith’s Care Committee

Meeting for worship with Steve1 occurs Sundays from 9:45/10:45 am. Friends report this worship continues to be very deep and rich.

2003/02/05 Worship and Ministry Committee

A Scripture Study Group will begin meeting some Tuesday nights at 7pm in Quaker House. All are welcome and Steve1 Smith wants to participate. Friends noted that this would be another event where Steve1 is on the UFM campus besides Sunday worship and visits to Pablo as approved at last month’s Meeting for Business.

Friends noted concerns both about the QUEST interns’ comfort with Steve1 and about QUEST interns possibly vetoing the use of the Quaker House living room as UFM space. Friends provisionally APPROVED Steve1’s participation in this scripture study at Quaker House. Members of QUEST committee want to check in with the QUEST interns about this question, and the matter will come back to Business meeting if there are objections.

2003/01/12 Date Set for Threshing Session
2003/01/03 Announcements
a. Dorsey Green reported that the ad hoc committee on issues related to sexual abuse has set a date (Saturday February 15, 9:30 - 1, childcare provided) for a meeting wide session with the goals of sharing information (from experts), and skill building in regard to sexual abuse prevention and support (of victims and offenders).

2002/12/08 Ad Hoc Committee Formed, Continued Discussion of Request to Worship
2002/12/09 Clerk’s Business—Meeting Addresses Sexual Abuse

The Clerk summarized measures Meeting has taken and is taking related to the general question of sexual abuse.

- Eileen Long of Worship and Ministry committee has collected a large packet of resources including information about how other congregations deal with sexual abuse, lists of services for victims, and discussions of concerns for victims and perpetrators. This packet is be available in the UFM library.
- The Clerks of Ministry and Worship, Oversight, Education, and Adult Religious Education have met to discuss current questions and concerns. Future activities will be organized by a new ad/hoc committee. Eileen Long, Dorsey Green, Abby Smith, and Merlin Rainwater volunteered to be the new ad/hoc committee, and meeting APPROVED.
- Possible future actions include an educational event or workshop, perhaps with a professional presenter, sometime in January 2003, and another threshing session after the educational event to incorporate new information into our discernment. This threshing session might lead to written understandings, policies and procedures directed at many situations, not just any one person. Many other congregations now have policies like this.

2002/12/10 Clerk’s Business: Steve1 Smith

Friends summarized current practice with respect to Steve1 Smith. Friends are neither at unity to welcome Steve1 to Meeting for Worship nor at unity to exclude Steve1 from the life of University Friends Meeting.

Steve1’s picture is on the wall with photos of other Friends, and he is listed in the directory. Meeting minuted the designation of several Friends to provide pastoral support while Steve1 was imprisoned. Members of University Friends Meeting currently serve on a care and accountability committee that also serves as a liaison with Steve1’s treatment program. Steve1 currently may not participate in activities at the Meetinghouse or any activities where children are present. Steve1’s Care Committee also requires that Steve1 not visit at the homes of any Friends where children live.

Steve1 may visit Pablo at home at Quaker House and may attend worship with his support group there on Sunday Mornings from 9:45/10:45. Otherwise he is not to be on
the UFM campus. If Steve1 wishes to participate in other adults/only activities such as Spiritual Sharing groups, it is his responsibility to ask permission first. Organizers of such activities will then clarify his acceptance with other participants.

Friends are reminded that when a child inadvertently comes within 10 feet of Steve1, he has 10 seconds to move away. Steve1 must report all such inadvertent casual contacts to his program. If Steve1 does not comply with the conditions of his treatment program, he will be removed from the program and complete 5 years in prison. Steve1 will be in treatment for at least 3 years and will be under community correction supervision for 7 more years.

Friends spoke of how the situation has evolved so far. Sentiments include deep dislike for Steve1's actions and desire not to be around him, resentment about guilt trips for feeling that way, patience as our community works out general policies, a continuing desire to seek ways to support and provide voices for victims, and frank hope that our community can come to accept Steve1’s presence at Meeting for Worship, one of the activities most central to the life of our community.

2002/11/10 UFM Approves Quaker House Worship for Steve1
2002/11/09 Steve1 Smith Support Committee/Oversight

b. Pablo Stanfield reported that Steve1 Smith was released from jail on October 29. He is doing fine and hopes to resume employment soon. He is also looking for ways that he can be of service to the community. His support committee is meeting with him every First Day at 9:45 for worship, and others are welcome to join them. The support committee would like to hold these meetings for worship at Quaker House, with the understanding that Steve1 would not participate in these worship sessions without a member of his support committee acting as a chaperone and host or visit other parts of the UFM campus. The QUEST interns have been consulted and are comfortable with this plan.

Friends approved the use of the Quaker House living room for worship with Steve1 Smith.

a. Dorsey Green reported that Oversight has been asked to work on the dilemma of how to balance the needs of Steve1 Smith with the needs of some other UFM attenders and members. She reported that Oversight has continued to work on this at all of their meetings, but has not yet been able to form a proposal to bring to UFM. She noted that Oversight committee, like UFM as a whole, has a variety of opinions on the matter. Dorsey also reported that three members of our community have spoken with her confidentially about their own struggles as survivors of sexual abuse, and a fourth individual has plans to speak with her. Dorsey briefly described how individuals who have been traumatized due
to sexual abuse need to work through their recovery, and how Steve1’s presence would make it hard for them to attend meeting. In the brief discussion that followed, Friends were encouraged to attend worship with Steve1, and praise was expressed for the amount of thinking and listening that has occurred within Oversight and UFM as a whole.

2002/10/11 Continued Discussion of Request to Worship
2002/10/11 Oversight

Friends again considered Steve1 Smith’s request to worship as part of our community. We noted Steve1 will be released as early as the end of October, and that an ad/hoc committee with representatives from Oversight, Worship and Ministry, Adult Religious Education, and Religious Education has not yet been able to meet to consider the many comments Friends have offered about ways for our community to address questions of victimization and abuse among us.

Oversight Committee is not at unity to recommend any change from previous practice of Friends holding separate Meeting for Worship with Steve1 at other locations besides the Meetinghouse. Friends held an extended period of speaking from Worship about this matter and laid it over for future discussion.

2002/09/13 Two Adult Minimum at First Day School Proposed, Brief Oversight Update
02-09-04:

Education Committee wants two adults present with each age group during First Day School.

2002/09/08 Oversight

b. ... Oversight is also continuing to work on the question of whether or not Steve1 Smith is welcome to worship at UFM when he is released from prison (possibly in October). The committee asks that they be held in the light as they continue to struggle to find unity on this matter.15

2002/07/19 Members Come Forward for Steve1’s Pastoral Care in Jail
2002/07/09 Worship and Ministry

b. Nancy also reported that Worship and Ministry has considered a leading to provide pastoral visits to Steve1 Smith, who is allowed to have visits from pastors in jail outside the normal weekend visiting conditions. A list of Friends recommended by the Committee for prison ministry to Steve1 was presented.

15 A letter from Steve1’s Care Committee to Oversight was included in the 2002/09 Monthly Meeting Minutes. This letter can be found in the Oversight Proposals and Reports section.
The following minute was approved: University Friends Meeting of the Religious Society of Friends recognizes the ministry of the following Friends in acting as pastors to Steve1 Smith. Their gifts and commitment in carrying out this ministry are recorded in the name of University Friends Meeting. Bill Ames, Jonathan Betz/Zall, Pablo Stanfield, Ann Stever, Steve1 Wilson and Merlin Rainwater

2002/06/14 Continued Discussion of Request to Worship

2002/06/10 Old Business

Discussion of the request of Steve1 Smith to remain in attendance continued from business meeting of June 9. Clerk Carolyn Stevens suggested possible next steps:

1) Last month, Meeting agreed on temporary conditions for Steve1’s attendance (see 5th month minutes). These could be continued until he starts his four/month or longer jail term on July 16.

2) Meeting may make additional conditions either for this interim period or for his attendance here during his subsequent court probation.

3) Several related questions were raised at the previous business meeting. Oversight Committee is studying these and will make recommendations at a later time.

With regard to Steve1’s continued attendance until July 16, a deep deliberation ensued with 35 comments directed to various aspects of the question. While many expressed satisfaction with continuing the present arrangement, others in attendance had doubts. Professionals in mental health explained that while Steve1 in the present condition is a relatively safe person, now that his history is known, his presence may evoke real fear in some people. Knowledge of Steve1’s history or adults’ fears could be upsetting to children in our Meeting.

In the end, Meeting was not in unity to minute acceptance or rejection of Steve1’s continued attendance at UFM. There was a great sense of wanting to continue to work with the challenge of Steve1’s request to be present with us. At the same time, we were challenged to find conditions which assure safety for our children and a sense of safety for members who are fearful in the presence of known offenders. Oversight Committee will continue to work on these matters. In the meanwhile, Friends will be able to meet in worship with Steve1 at an off/premises location to be arranged by Worship and Ministry Committee.

2002/06/11 Closing:

At 10:02 PM Meeting settled into worship. We heard thanks for those who have worked hard over Steve1 Smith’s situation and prayer for guidance and the courage to follow it.

2002/06/09 UFM Considers Steve1’s Initial Request to Worship

2002/06 Request
Steve read a statement (See Business Meeting Minutes: 2002/06/09 Steve’s Statement for UFM Business Meeting which follows) describing his religious background in Pacific Yearly Meeting, his sexual offense, his rehabilitation treatment program and his desire to remain in attendance at UFM with necessary restrictions and special requirements. He then responded to twelve questioners, expressing remorse and giving additional detail of his Quaker upbringing, his family, his experience as a drafted conscientious objector, the extent and duration of his treatment program, and his current relationship to the Meeting and his special committee.

2002/06 Oversight and Consideration

Steve was excused, and Dorsey Green reviewed additional information on Steve’s treatment program, and the experience of the special care committee under Oversight that has been dealing with him. He has been attending UFM since November 2001, having moved from Bellingham, and been in his treatment program in Seattle since February 2002. He was a non-violent offender, and has been classified as having a low chance of repeated offense, but will have to strictly follow a rigid discipline and observation program. On Meeting premises, he must always be in the sight of a chaperone and follow the “10 feet - 10 second” rule. The court will sentence him on Tuesday (June 11), and we do not know for certain until then what more may be required. The Meeting may have to provide chaperones, reporting, and other oversight of Steve for up to 10 years.

Thirty/two questions and comments were handled in detail. Concerns expressed included:

- How would Meeting organize, train and maintain the special services required for a period of up to 10 years?
- What additional care would have to be maintained for the children in Meeting activities and for their families?
- We don’t currently care for our children well.
- Could we handle the consequences of a possible infraction? What safeguards could we design to prevent a false alarm?
- Which Meeting activities could Steve be permitted? Which would be denied him?
- What additional safeguards must Meeting take to protect against unidentified potential offenders now that our eyes are opened to such possibilities?
- What legal liability does the Meeting face, from either identified or unidentified potential offenders?
- There is a great need for education and healing: for those who have been the victims of sexual abuse, for those who have abused or may abuse, and for
those who may be approached by abusers. How can we address these needs?

- Steve1 has asked the Meeting for spiritual sustenance, emotional support, community and help meeting the terms of his treatment program regarding spiritually/related activities. Can we deny him?
- How can Meeting best meet the needs of members and attenders who have suffered from sexual abuse in the past? Do we have the capacity to care well for ourselves, our children and Steve1?

2002/06/09 Steve1's Statement for UFM Business Meeting

I appreciate Meeting for allowing me at this time to speak.

Thank You.

I appreciate meeting having to face this hard issue, with its varied effects on our image and relationship to the inner Light. I understand that this is difficult. I also appreciate the Meeting for the undertaking because of me.

On February 5, 2002 I pleaded guilty to three counts of child molestation in the first degree. I will be sentenced on 11 June 2002; my victims ages at the time of the offense where 6, 8, and 10 years. I was in a romantic relationship with there mother at that time and I was live with the girls and their mother for a few years.

My inappropriate thought and behavior has caused great pain and suffering to these children, --their mother, and father. All so my behavior has greatly upset the rest of their family, as well as my family.

The children are not responsible for my molestation of them, nor are anyone else. I am responsible for this solely.

I am truly sorry for my inappropriate behavior and the damage that I have cause. --- My offense has had a profound effect on the entire community. From almost total isolation from family and old friends to post traumatic stress for survivors of sexual abuse.

This has all so had a profound effect on my own life.

It is my desire to continue to be a part of this community. I am thankful the Meeting's consideration of me. I need a spiritual home, even though I have not been a good Quaker. Some day I may be a good Quaker. To this end I desire help from this community. I desperately desire to heal and make amends and build a better life.

I am in a specialized treatment program where I am learning to live my life responsibly with the intent never to repeat this crime again. My treatment with Terry Copeland, Ph.D. started in January of this year, and will continue for three to four years.
I will just do better being apart of this community.

Thank you again for allowing me to speak to you.

Steve1 K. Smith

2002/05/10 First Report on Steve1 Smith
2002/05 Oversight

b. Dorsey Green reported that Steve1 Smith, an attender of UFM has asked to continue to be a part of the UFM community even though he is an admitted child molester. He has not yet been sentenced for his offense, but has pled guilty. The Oversight committee is keeping three goals in mind as we process Steve1’s request: first to ensure the care and safety of children, second, to care for the UFM community in general (with particular sensitivity to those among us who are survivors of sexual abuse) and third to support Steve1 on his spiritual journey. Dorsey has been impressed by the sharing and reflection that have occurred thus far as Oversight has worked through this issue and presented it to Education and Coordinating committees. Dorsey described briefly the relevant aspects of Steve1’s life history. Steve1 is currently involved in a three/year treatment program with a very high success rate, and his profile and testing also make him unlikely to re/offend. Steve1 already has a clearness committee. A member of this committee is always present with Steve1 when he is on the UFM campus. As a part of his treatment program Steve1 also is abiding by a “10 second/10 foot” rule that requires him not to be closer than 10 feet from any minor for more than 10 seconds. Additionally, Steve1 is required to be involved in a spiritual community as a part of his treatment program, and UFM is currently filling that role. When Steve1 is sentenced (which should occur sometime in June) it is expected that he will have approximately 6 months of jail time (possibly with work release), during which time he may not be able to attend UFM. After his release, he will be in the care of the Department of Community Corrections for several years. The clerk stated that Steve1 will only continue to be a part of the UFM community during this time if we are in unity on his being able to do so. Dorsey asked Friends to process this situation thoroughly without polarizing in any direction, so that we can discern what we should do in a respectful and worshipful way. Oversight committee has spent some time visioning how Steve1 might be able to continue in this community, and believes that if Steve1 does end up continuing as a member of the community, that there would be significant effort to communicate openly on the issue, provide Steve1 with specific guidelines about where he is permitted on the campus and develop a large group of trained hosts to attend UFM with Steve1. As we work through this process, Abby Smith and Dorsey have agreed to make themselves available to talk with
anyone in the UFM community about this situation or sexual abuse issues in general that it raises for them. Steve1 also has asked that Friends with concerns speak with him. The clerk scheduled a called business meeting on this topic for Sunday, June 9, after light lunch. All parents of children in the UFM community will be particularly invited to attend.

After a period of questions and comments, the meeting reflected worshipfully on this situation. Several Friends expressed appreciation for the work of Oversight thus far, and encouraged Oversight to move forward in this process and in particular continue to inform our community thoroughly. Concerns were raised about the challenge of having Steve1 present before a formal decision is made, but no one present was uncomfortable with having him present in the short term because of the structure already in place. During this time period, Oversight will ask Steve1 to use only the upstairs bathroom.
Oversight Proposals and Reports
Recap from January 2012 Meeting for Business

1. In January Oversight asked the Meeting to begin considering new conditions for Steve1 K’s participation in UFM activities. Oversight stated that we intend to propose that Steve1 be permitted to participate in all UFM activities so long as he continues to be accompanied by approved chaperones at UFM activities.

2. Oversight listened to both expressions of support and concerns from the UFM community. We said we would bring a proposal for action after we had taken time to respond to concerns and hear more from the community.

What Oversight Committee has done and heard since January 2012

1. Talked several times with Kathy Knowlton about survivors with whom she has contact
   i) Kathy knows of three people who have distanced themselves from UFM since we began a ministry to a known sex offender. One has been quite public about not wishing to attend UFM; Kathy has lost contact with another; a third attends another meeting in the area but expressed some sadness to Kathy at not feeling comfortable attending UFM.

2. Steve1’s Accountability and Support Committee has met twice
   i) As part of Steve1’s program, making on a Lifetime Safety Plan. A&S and O-sight working w/ him on what that means around UFM. (explain LSP)
   ii) Began developing a UFM chaperone form (to be used after Steve1 completes his sentence)
   iii) Discussed ways that UFM pastoral care committee members might increase their skills in interacting with survivors of sexual abuse

3. Talked directly with two known survivors who provided helpful input
4. Scheduled two opportunities for survivors to meet with a facilitator
5. We have not located anyone currently attending UFM who would end or limit his or her participation if we increase Steve1’s participation.
6. Worked on a revision of the announcement for the Sunday Bulletin
7. Prospective QUEST interns are being informed about our ministry to known offenders before they reach a decision point about coming to QUEST.

Today’s Proposal

Steve1 may attend any UFM activity if he is accompanied by an approved chaperone. See revised conditions document
**Looking Ahead**

1. In May 2013 Steve1 will complete his sentence and will no longer be under the supervision of the Department of Corrections. (One resulting change will be that DOC will no longer approve chaperones.)
2. Steve1’s Accountability and Support Committee will continue to work with him on the Lifetime Safety Plan and on the UFM chaperone form.
3. Oversight report to Business Meeting before May 2013 on Steve1’s status, the results of this change in conditions (if approved), and suggestions for any additional changes that might be needed.

**Notifying the Community**

1. When will this take effect?
2. How should we notify the community?
3. Oversight proposes to change the bulletin announcement to make it more general. We will make the change and take input from the community:

   For many years we have been openly holding, at once, the community and worship needs of survivors of sexual abuse and past sexual offenders. While we are a safer place for both children and adults because of the awareness and education that this ministry has produced we recognize that this ministry requires an ongoing dialog and engagement. If you have questions or concerns we encourage you to talk to a member of the Oversight Committee. For more information see yellow informational flyer on the information table outside of the office.
2011/09/07 Circle of Accountability and Support Proposed to UFM
Circle of Accountability and Support for Steve1 Smith - approved 9 October, 2011

The UFM Oversight Committee has agreed with the suggestion of the Subcommittee on Care, that Steve1’s committee is not really a care committee and that changes in name, function and line of reporting should be considered. Additional seasoning of the purpose and responsibilities of this circle has taken place at Oversight Committee meetings and among past and current members of Steve1’s committee.

Proposal
The care committee for Steve1 Smith will change its name to the “Circle of Accountability and Support”. The Circle of Accountability and Support will be responsible to the Oversight Committee.

The purposes of the Circle will be:

- Serve as the primary vehicle for ensuring that Steve1 and UFM uphold the agreements approved by UFM and set forth in the document, Conditions for Steve1 Smith’s Participation in University Friends Meeting (See UFM Conditions for Participation: 2011)
- Provide social connection for Steve1 who often feels isolated because of his restricted access to Meeting activities.
- Provide Steve1 with opportunities to be challenged and to grow spiritually, emotionally and socially.

Membership
At present members of this circle are Nancy Helm, Bill Ames, Nikki Albright and Merlin Rainwater but all agree that the Circle should be larger. Steve1 and current members of the committee will work together to identify and invite new members. Oversight Committee will approve the members. The Circle will include at least one member who is also a member of the Oversight Committee.

Communication with the Meeting
The Circle will report to Oversight three times per year. Oversight committee will publicize the names of members of Steve1’s committee to the Meeting. Any member of the Meeting community who has questions or concerns about Steve1’s participation in Meeting should contact a member of Steve1’s committee.

Contact with non-UFM Institutions
Oversight will appoint an individual to maintain contact between UFM and non-UFM institutions to which Steve1 has court-mandated relationships. Examples include the Department of Corrections (DOC) and his court-mandated therapist. (Steve1 has completed mandated therapy and continues voluntarily at his own expense.) This
individual meets monthly with Steve1 and files a report annually to Oversight, copying the therapist and DOC. Dorsey Green currently fills this role.

**Convening**
Steve1 will convene meetings of this group but any member of the group can request a meeting and assist with convening as needed. For the past couple of years Steve1’s Care committee has met approximately quarterly. Current members think that the Circle should meet at least quarterly.
Ministry related to Sexual Abuse

approved at Oversight Committee, April 28, 2009

"Since 2002 our worshipping community has included an individual who is a convicted non-predatory sex offender.

Realizing the suffering caused by sexual abuse, Friends at UFM have responded to support our community. We are committed to the protection of children and other vulnerable people, the spiritual nurture of survivors, and ministry to this known offender.

Our community is working to provide a welcoming, spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education this ministry has produced."

These are the opening paragraphs of the informational sheet mentioned in the Sunday Bulletin. The Subcommittee on Interpersonal Violence is charged with giving an annual report to Business Meeting each April. Since there has been no committee this year, the report comes from Oversight. Each year, the report covers the three areas of our ministry: Safety of children/education of the community; support to survivors; support of the known offender.

**Safety of Children/education of the Community**

The Education Committee in the past has had an educational event for parents and teachers. Rosy Betz-Zall reported that no event was held this past year. However, the committee has asked the Adult Religious Ed Committee for two Sundays in September 2009. One session would be presented by someone from the King County Sexual Abuse Center, whose resources we have used before. The other would be led by Marija Brandon, a member of UFM and head of Seattle Girls School. Marija has also presented previously on the topic safety of children and how to talk with them. The Education Committee would provide childcare, so that parents could attend; but this timing would possibly involve others and expand the knowledge and concern of members of the UFM community.

**Survivors**

Kathy Knowlton, contact person for Adult Survivors of Sexual Abuse reports that no one has contacted her during the year. (Her contact information is in the Bulletin each Sunday.)

In late 2007, Bill Ames developed "AMONG FRIENDS," a compassionate listening project to achieve deeper sympathetic understanding of the spiritual suffering caused
by sexual abuse. In January 2009, Bill wrote: "I wish to thank you for your good advice and for holding our project in the light during this last year. AMONG FRIENDS did a total of six listening sessions. As listeners, we found the experience was a true opportunity for spiritual sharing. Also, it gave us an opportunity to offer spiritual support for various members of our community. We are laying the project down at this time, but are open to reviving it if there seems to be further need."

We also have noted that Adult Religious Ed devoted the month of April 2009 to understanding trauma and its after ..effects, with the intent of helping us be more inclusive and supportive of one another and building a better community.' We are very excited about this initiative from Adult Religious Ed since it fit so well with our concerns.

Support of Known Offender
In the past year, Steve1 dealt with a serious illness and surgery. Since July 2008, he has had a Care Committee ; first to help him during that time of illness, and now to provide emotional, spiritual and practical support. He has continued to attend Meeting• whenever possible. Since he worked nights and some weekends, there were times when he was too tired. Business Meeting approved his attendance at the January 2009 Year of Discernment Retreat: He did not end up attending because he had worked the whole previous night and slept through his alarm. Business Meeting has approved his attendance at the May16, 20091 Year of Discernment Retreat.

Currently Nominating Committee is responding to Steve1's request to be on . a committee and discerning which committee might be best .

He has honored all the rules and conditions UFM has put in place.

On February 26, 2009 Steve1 was fired the day before Longview Paper & Fiber laid off many workers, due to the economic downturn. He was told by friends at the company said4-that it was because of his offense, even though that information was supposed to be held in confidence by the company. He reported this and the State ruled that the company was in error and his unemployment benefits were reinstated March 1. The company did not appeal this ruling. He is currently unemployed.

Steve1 continues voluntarily with individual and group therapy with Dr. Terry Copeland. Dorsey Green is the official Meeting contact for Steve1, She has seen Dr. Copeland's reports, which are positive about Steve1's progress. She also meets with Steve1 once a month and has phone contact as well.

Recommendations from Oversight for Business Meeting Action
At this point, there is confusion about where Steve1 can go in the Meetinghouse.

1. Restroom use: The original Conditions for Steve1's participation say that he is to use the upstairs restroom only.
Conditions approved at Business Meeting, October 2003 say: "Steve1 is allowed to come to the worship room 15 minutes early and stay there after worship for 15 minutes. He will come and go directly to and from the worship room." This implies he cannot use the restroom.

Oversight recommends that Meeting approve the following:

Steve1 may use the upstairs restroom during the times when he is allowed to be in the Meetinghouse. His chaperone will accompany him to and from the Social Hall and wait outside the restroom.

2. Library use: Currently Steve1 is not allowed to go to the Library (see October 2003 conditions above).

Oversight recommends that Meeting approve the following:

Steve1 may use the Library, accompanied by his chaperone, during the times when he is allowed to be in the Meetinghouse.

If approved, these changes should be made in Conditions for Steve1’s participation in University Meeting.
2008/11 Proposal to UFM for Steve1 to Attend Year of Discernment

Recommendation to be seasoned for December Meeting for Business

Oversight Committee presented the following report and recommendation to the November Meeting for Business. Oversight received a request from Steve1 Smith, the convicted, non-predatory sex offender who has been part of the UFM community for almost 7 years. He asked permission to attend the Year of Discernment retreats. This request had been seasoned with and supported by his Care Committee.

The Year of Discernment Steering Committee supports the idea of Steve1 coming to the January 24 retreat, while continuing its commitment to welcome families and children to the retreats. Preliminary plans for that retreat include starting with lunch (possibly preceded by an intergenerational work party), a presentation on discernment by Cathy Whitmire, small groups, dinner and an intergenerational "talent show". Dorsey Green, clerk of the YoD Steering Committee and official Meeting contact with Steve1, has spoken with him. He is interested in attending from lunch through dinner. If anyone has concerns about how this might work, please speak to Dorsey or another member of the YoD Committee.

Oversight notes that over the 7 years that Steve1 has attended UFM, he has followed all the conditions we have put in place and has been actively engaged with the Meeting within the limits we have set. Oversight feels he has earned his way. More information about the Meeting's ministry to Steve1 and to survivors of abuse and about ways we provide for the safety of our children and the education of our whole community is available on a yellow informational flyer on the UFM information table outside the office.

Oversight recommends that Steve1 be allowed to come to the January 24, 2009, retreat with the usual conditions in place. These conditions include but are not limited to:

- having a chaperone and staying within line of sight of that person;
- not being within 10' of a minor for more than 10 seconds, unless a parent is there and knows about Steve1's offense;
- staying only on the main floor of the Meetinghouse.

A decision on this recommendation is being held over until the December 14 Business Meeting so that people have a chance to think about this, ask questions and raise concerns. People may speak with members of Oversight Committee and/or members of the Year of Discernment Committee. Survivors who have concerns may contact Kathy

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16 This report was also printed in the 2008/12 Gleamings as recommended in the 2008/11 UFM Monthly Meeting minutes.
Knowlton (contact person for survivors) or Ann Stever, Clerk of Oversight. Names and information will be held in confidence unless the person specifically indicates otherwise.

At the December business meeting Oversight will present a summary (without names) of what we have heard and how concerns have been addressed. If the recommendation is approved, the Year of Discernment Steering Committee and Oversight will evaluate this experience before making any recommendation about Steve1’s attendance at the May 17 retreat.

Ann Stever, Clerk Oversight Committee
We invited John Calvi as another step in our process of learning more about trauma and healing, as we deal with the challenge and tension of how to include a convicted sexual offender in our community while we support survivors of sexual abuse and interpersonal violence. We kept him very busy, meeting with individuals, small groups and presenting an all-day workshop Saturday on "Light as Cloak and Food: Quaker Disciplines for Deep Healing" as well as the Sunday Adult Discussion Hour and reflections Sunday afternoon. Overall, between 60 and 70 people had contact with him.

We charged for the workshop, asking people who could do donate more, so anyone who wanted could come, regardless of what they could pay. We believe we made it clear that if we received more than we needed to cover expenses, 'we would give that to John for his ministry. Some people gave larger amounts, knowing that it might result in a such a donation. Indeed, that is what happened. We took in a total of $1,686; our reported expenses were $1,391.80. So we ended up donating $294.20 to John's ministry.

I hope most of you have read the article I wrote for Gleamings. But to review a little with an emphasis on some of the lessons learned:

Worship is our center and where we are grounded. We can only do this work with Divine assistance. Tend to and attend Meeting for Worship! Be tender and open.

We are doing a good job, holding the tension of caring for all. We have moved at a good pace and there is no right answer.

Practice patience and compassion.

Look at pain as "sacred learning". Let us look at our own hurts and pain and see what lessons we can draw from them. For example, some of us think that our ability to deal with this challenge has been enhanced by our experience, painful and difficult as it was at times, of coming to unity on same-sex marriage.

One of the specific reasons we asked John to come was to help us understand more about trauma and healing. We learned that healing is cyclical. It includes looking at a problem, doing work and resting. This cycle needs to be repeated, perhaps many times. Sometimes we do not value the resting part. That would be true for both individuals and the community as a whole.

The pain of trespass shows up differently depending on these factors:

- Did the trauma happen once or repeatedly?
- Did it happen in secret (and is it still a secret)?
- What was the developmental stage of the person when it happened (how much personal power had they developed)?

Talking with survivors: start with 'I'm so sorry this pain is in front of you again' - acknowledge the pain respectfully. Ask how they understand their situation and keep the dialogue open. Avoid either-or absolutes.

The Subcommittee on Interpersonal Violence has met once since John was here, and was not prepared to make any recommendations, but is further digesting some of these lessons and working slowly, carefully and deliberately. Meeting did approve a policy that Oversight should bring an annual report about Steve1 to Business Meeting each April. Oversight has not done that, but will bring a report in June. We remind Meeting, however, that changes in conditions under which Steve1 can participate in the Meeting community do not have to wait for an annual report. SIV and Oversight will be bringing recommendations whenever we have seasoned them.

I urge the UFM community to remember that this work of caring for the safety of our children, for survivors of sexual abuse and for Steve1 is very hard work, emotionally, intellectually and spiritually. And it is on-going. The timing of changes may be too slow for some and too fast for others. But we are committed to continuing this journey together under the guidance of the Spirit. Other John Calvi quotes, used in May, 06 Gleanings Article, but not in oral presentation

"The work is huge and almost impossible. You are doing everything right. You are holding oppositions - that tension. You have brought a good deal of Light to bear and have moved at a good pace. There is a lot of tenderness and a lot of hurt. There is no right answer!"

"I notice lots of people know one another; that is a sign of good village life. I notice a clear sense of humor in the community."

"Have unobstructed love. Open your heart and feel your love deeply for someone. Compassion is a muscle which needs to be practiced to develop."

Meeting for Worship is absolutely critical. Tend to it! Be tender and open. Hear the "hum" of the Universe. It is a place where tenderness and pain can be held. Older Friends are "power generators". Sit by one in worship and feel it! Have patience and be tender.

Prioritize worship and good works. Be sure that the passion that arises is "Spiritually aligned."
"Pain is sacred learning." We all have pain and we all can inflict pain. Have mercy on ourselves and others.

Stages of community include: connection, trust, obstacles (hurts, trouble, conflicts), return (forgiveness, acceptance, ways to move back together as well as forward). Which of these do you do best? Why? Which do you know least? What gets in your way of learning about it?
2005/04 Report and Proposal from Oversight to UFM for Steve1’s Participation

Background:
Steve1 began attending UFM in November 2001. In early 2002, he identified himself as an acknowledged sexual offender (The program required that he identify himself to groups he was involved with). At that time, he had been charged, spent some time in jail, had been released on his own recognizance, but had not been sentenced. In February 2002, he started a 3-year court mandated treatment program~ He was not allowed to have contact with minors and was to- have chaperones when he was in a place where children would be around. He was specifically not allowed to stay within 10 feet of a minor for more than 10 seconds (known as the 10 foot - 10 second rule).

Steve1’s treatment program required involvement with a spiritual community as well. Steve1 has a long history with Friends, beginning as a teenager. He was, at one point, a member of San Francisco Meeting. He wanted to be part of the UFM community.

Steve1 has had a variety of small support groups since the spring of 2002 - at one point it was a clearness committee, at another, a care committee, at another, a support committee.

Oversight seasoned the question of Steve1’s participation over the spring and brought the issue to Monthly Meeting in May 2002. The committee presented its sense that our 1st obligation is for the safety of our children, the 2nd is for spiritual support for adult survivors of abuse, and the 3rd is for support for Steve1 as he works to re-enter society and avoid re-offending.

In June 2002, Meeting agreed that Steve1 could not be on the UFM premises until the Meeting could reach unity. Friends would meet with Steve1 for worship in an off-premise location, arranged by Worship & Ministry, and Meeting would continue to work on the issues.

Steve1 served his 3 1/2 month sentence in the Watcom County Jail from July 16 - October 24, 2002. In November 2002, Meeting agreed that Steve1 could worship with Friends with a designated chaperone, in Quaker House living room, Sundays from 9:45 - 10:45. In February 2003, Meeting agreed that Steve1 could attend Scripture Study some Tuesday evenings at Quaker House.

Meeting educated itself in a variety of ways, outlined in the report from Oversight at the December 2004 Business Meeting.

In September 2003, Oversight proposed and in October, Meeting approved the following minute:
"UFM is ready to welcome Steve1 Smith to meeting for worship on the 1st and 3rd Sundays at 11:00 o'clock worship and on the 2nd and 4th Sundays at 9:30. We expect him to worship off-campus on the 5th Sundays. We take this action after over a year of deliberation, as Steve1 is a convicted and admitted sex offender involving children. Our decision is guided by the following considerations:

1. Steve1 is a willing and active participant in a treatment program that includes guidelines for his behavior, including a requirement for a chaperone whenever he is in our building. Steve1 is willing to publicly acknowledge his history to our community.

2. We recognize the integration of people with a criminal history back into society as a major problem that we cannot ignore.

3. Many of us believe that worshipping with Steve1 will challenge us to grow in spirit and understanding of the Divine.

4. Steve1 has a past history of association with Friends and is in accordance with Friends testimonies.

In making these decisions we are keenly aware that adult survivors of abuse may be particularly negatively affected by the idea of sharing worship or a community with a sex offender. It is our hope that we can find ways to support each person's healing and faith while we balance the tension of trying to be a place of worship for all. Through our experience in small groups and community educational activities and our sharing worship with Steve1 we remain open to new light on appropriate action. We commit to reviewing our decision and process within six months' time, and yearly after that."

Steve1 participates in The Freedom Project, an affiliate of the Fellowship of Reconciliation and a project of the Center for Nonviolent Communication. The group includes "both victims and perpetrators of crime." They say: “Our work addresses the healing of relationships ruptured by violence . . . we are committed to the practice of nonviolence in our daily lives and in all interactions." Meeting agreed Steve1 could attend meetings of the Freedom Project when it rented the Meetinghouse. (January 2004 and June 2004.)

In April 2004, Oversight reported their review of Steve1's participation in Meeting and had no clarity about proposing any changes. The committee was quite divided at the time. At this time, Meeting also approved the formation of a Subcommittee on Interpersonal Violence, to "provide support to survivors of physical and sexual abuse, monitor Steve1’s status in Meeting and educate Meeting about family violence issues.
**Proposal**

A year later, Oversight brings a new proposal. Before we considered whether we were led to propose any changes in Steve1's participation, we agreed to focus on survivors. As you recall, we asked for worshipful consideration of queries about sexual abuse and survivors at the December 2004 meeting.

We developed a proposal in our February meeting to allow for a month of seasoning before taking it to the April Meeting for Business. We agreed that it was time for a change in Steve1's level of participation in Meeting.

We decided to bring the proposal at this time, first, because this is the time (April) Meeting has set to review conditions for Steve1's participation. It has been 11 12 years since there has been any change. Steve1 has abided by the limits we have set. Second, there have been changes in Steve1's legal status. He has completed his court-required 3-year treatment program. He has decided to continue therapy on his own. His risk level has been reduced by the Department of Corrections, so that he has a lower level of supervision and meets less frequently with his Community Corrections Officer. In January 2005 he was approved as the first sex offender to be moved to the Minimal Management Offender Unit. Oversight had a clear sense that Meeting should recognize these changes as Steve1 continues on his path.

Steve1 has not been involved in any way in developing the proposal about his participation, although Oversight has been aware that he would very much like to participate more fully in the life of the Meeting.

Oversight came to a deep sense of unity to propose that Steve1's schedule for attending worship not be changed, but that Steve1 be allowed to attend Business Meetings as well as the 9:30 Adult Study hours on the Sundays he is allowed to attend meeting for worship at 11:00 o'clock. The committee believes that it is still valuable to have predictable times when Steve1 might be in the Meetinghouse. The Business Meeting and Study Hours are also places where some controls are in place. There is the clerk or discussion leader who is responsible for guiding group process. Steve1 would still be required to have a chaperone at all times when he is on Meeting property, and still must observe the 10 foot-10 second rule.

Part of our seasoning process was to share our thinking with survivors of sexual abuse so that they might be prepared for discussion and could let Oversight know if there were ways in which we could be supportive as we moved towards change. At our March meeting, we heard a report. Two survivors asked that 3 items taken back to Oversight to take to Meeting:

1. that Meeting feel the untidiness of the situation
2. a sense of sorrow that it looks like support for one group (e.g., offenders) looks like non-support for the other (e.g., survivors) and vice versa.

3. they would like folks to be able to say "Oh, I'm so sorry this terrible thing has happened to you" and NOT DO anything - don't try to fix it or give advice or whatever - just be present.

Diane Ste Marie, who met with some survivors, reflected as follows: she feels survivors are asking us to "sit with us in our messy, untidy state, unpredictable state. Hold us deeply in your hearts, the Light. We're changing, we're working on this thing, in the way and speed we best know how. II Diane continued:" Sit with the pain and suffering of the world, listen deeply, hold it, be present to others' sorrow and suffering. This I think, is one of the hardest things a spiritual practice asks of us. II

We heard a report of conversations with other survivors, including some who do not wish to be identified. In general, Steve1's presence is not an issue - their energy is elsewhere or on their own survivor work. There is one person for whom Steve1's presence is a serious problem, both because he sets her off, but also because she thinks it is really wrong that anyone has to be "watched" in worship or have any restrictions in relation to worship. So, she thinks Steve1 should have no restrictions in worship, but she can't come if he is there. That is quite a clear example of the messiness of our situation.

After the seasoning and reconsideration, Oversight remained clear that it is proposing that Steve1 be allowed to come to 9:30 study hours on the Sundays he comes to 11 o'clock worship and that he be allowed to attend business meetings! We trust that we will continue our individual and corporate untidy spiritual journeys, holding both joy and pain.

Written by Ann Stever
2004/12/12 Discussion Report from Oversight to UFM

Introduction
Report from the Oversight Committee on a 2004/12/12 discussion and a written response to the queries listed at the end. Summarized by Ann Stever

Responses
1. Continuing need for education for kids, parents and adults
   Our children’s groups change - need to build into curriculum on regular, repeated basis, so talking about the' issue of sexual abuse becomes normal for the next generation.
   
   On-going education for adults as well.
   
   If survivors see community dealing on an on-going basis, they may feel more supported.

2. Acknowledge institutional avoidance of uncomfortable issues (sexual abuse, racism, sex).
   Need avenues where people can deal with pain and growth. Open caring communication with one another.

   Need to see that ALL are involved in Mtg - survivors, kids and abusers.

   Must learn to talk about uncomfortable topics without blaming

   People often blame folks for bringing up hard topics.

   Survivors often blame themselves for being abused.

   People in general sometimes blame survivors for being abused.

   A member shared that she feels she has been blamed. She reported that 2 families have decided not to ask her to do childcare because she attends the survivors group.

   We ALL need healing from how we look at sex. Take focus off those suffering arid recognize we all have a problem:

   "I think survivor issues are not the only realm where one can perfectly well HEAR what someone is saying and not necessarily be moved or persuaded to take exactly the actions that person might want as a token of being heard. Maybe part of the work of preserving community is acknowledging this point while we all try to hear and be heard."
3. Important that people who have experienced traumatic events have the opportunity for appropriate, sensitive processing. While we can be supportive of healing processes, we need to avoid promising that people can count on us to facilitate their emotional healing; we CAN keep them company on their journeys. We must not pretend we can provide more security or amelioration of the problems than we can.

4. One reason some people come is that Meeting is that it is not intrusive (especially 9:30) and it therefore feels safe. Dealing overtly with sexual abuse could decrease the sense of safety for some survivors. There is no easy solution. We must address and struggle with the issue" while respecting those who do not want to be involved. It is important to respect personal reasons for remaining silent, whether people be survivors or those who are respecting confidences shared. We need to accept that it is appropriate for people to work on their issues in more confidential settings.

5. Meeting's primary responsibility is not to create a safe place for survivors to speak out except in the context of creating a safe and respectful place for everyone to worship, running Meeting activities in ways that involve accountability, and providing a modest level of support.

Queries

Why is the topic of sexual abuse so uncomfortable and difficult to discuss?

What is the difference between someone choosing to remain, silent and feeling silenced?

How can Meeting provide an atmosphere in which survivors can speak

What does it mean to truly hear what survivors are telling us? What does it mean to BE heard?

How can we make UFM more sensitive, welcoming and supportive of survivors?

How can we be effective allies?

What might we do in addition to the above list?
Dear Friends,

As the UFM Oversight Committee discusses Steve1’s situation and considers how the Meeting can accommodate his needs, we as members of his care committee would like to join the discussion. The purpose of this letter is to state the needs that Steve1 has and the things he is requesting from the Meeting and to place his needs in the context of Friends’ concerns about his presence among us as we see them.

Steve1 has stated that he understands the importance of a spiritual basis for the program of treatment and rehabilitation which he is undertaking and that he would like to make his spiritual base among us at University Friends Meeting. This is the fundamental request that he is making. Specifically, he would like to participate in Adult Worship Discussion, First Day Meeting and Meeting for Business, and he would like to attend special events such as the silent retreat, Bible study, etc. He wants to serve on a committee as a way of giving to the Meeting. He would like to be able to establish friendships within the Meeting, which would help him to work through the challenges he is facing. He has already been participating in a Bible study group with other Friends. He has requested that a care committee be established.

Several Friends have expressed serious concerns in Meeting for Business about allowing Steve1 to participate at UFM. These concerns have included skepticism about his commitment to rehabilitation, fear of injury to members of the Meeting community, and a suspicion that Steve1’s needs are beyond our ability to accommodate.

A primary concern among those who have spoken against allowing Steve1 to participate is that he may not be a person we want to welcome into our community. The sentiment is a reaction to the specific offences of sexual abuse, which he has admitted, to other relationships in his past life, and an uncertainty that he is truly remorseful. Whether he understands his culpability is in question for many Friends, and the strength of his commitment to rehabilitation is uncertain. Despite his eager cooperation in his treatment program and his obvious motivation to succeed, there is something in his manner and in statements that he has made which suggests that he sees himself as a victim.

There is also a concern that Steve1’s presence in Meeting events poses a danger to certain meeting participants. These participants generally include children and young people who are members of UFM families and people who are survivors of childhood sexual assault. The danger suggested includes the possibility of actual assault by Steve1 on Meeting children and the emotional impact on the children of having a person

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17 This letter was attached to the UFM Monthly Meeting minutes for 2002/10 as part of the Oversight report.
in their midst who is known to have hurt other children. It would also include the severe emotional stress which abuse survivors might experience in response to the presence of a sex offender.

The concern for the safety of the children is not that Steve1 is a clear and present danger to any child he sees, but rather that over time as peoples' comfort level with him rises, situations might develop in which he would have access to children. The probability of sexual assault in such situations may be very low, but the consequences would be catastrophic. Therefore, the risk is unacceptable for some among us.

A concern that must be taken very seriously is the stress which Steve1's presence will create for Friends who are survivors of childhood sexual abuse. Friends have asked why this perpetrator of sexual assault on children is receiving an enormous amount of our attention while people who have suffered because of people like Steve1 are forced to sit quietly. It has been said that University Friends Meeting will no longer be a safe place for survivors if it welcomes this man because his presence will serve as an unavoidable reminder of what happened to them.

Another concern of Friends in attendance at the meetings was that the resources available within UFM might not be adequate. Recognizing that a serious place within the meeting for Steve1 would require supervision in the form of chaperones for everything he does, recognizing that the requirement could stand for as long as ten years, and not knowing how it would be determined that his rehabilitation was successful, Friends have expressed doubts about our ability to maintain the required effort.

Our response to these concerns is that we believe that Steve1 should be able to participate in our community in a way that meets his needs while it assures Friends' physical safety and directly confronts abuse survivors' concerns. We believe that dialog between Steve1 and other Friends will help people to decide better whether he is repentant and serious about his treatment program. We think that the physical safety of Friends can be assured by the programs already in place. We accept that the emotional damage he might do Simply by being among us is a very serious concern. We feel, however, that it is better dealt with by being open and candid than by creating a "shadow meeting" where his care committee is forced to isolate him from other Friends. The Meeting has the resources to maintain our commitment to Steve1 but we must decide, as the Meeting and not just as his care committee, if we are willing to make the commitment.

Regarding the strength of his commitment to his treatment program and the likelihood of success, it has been pointed out that Steve1 has come through a battery of tests, interviews and examinations and has been classified as a good candidate for rehabilitation and a person unlikely to re-offend. The situation in which the offences
occurred was not one which he created or sought out but rather a domestic relationship
of which he was part. He is permanently separated from it.

He has been consistent and reliable in his attendance at group and individual therapy
and has made significant progress in understanding why he offended. This includes an
acceptance that he is solely responsible for what he did. Finally, he has the obvious
motivation that his only alternative to success is a lengthy prison sentence.

Based on his actions since his arrest, on the opinions of mental health professionals, on
discussions that we have had with Steve1, and on the alternative he faces, we believe
that he is very serious and committed to his treatment program. We further believe that
he wants to establish a spiritual basis among the community of Friends. In his letters
since incarceration he continues to demonstrate increased awareness of his problems
and his responsibilities.

The issue of Friends' physical safety will be addressed, as before, by the use of
chaperones and by Steve1's use of his" ten feet - ten seconds" rule. At any time that
Steve1 is on the grounds of the Meeting, at least one chaperone will be near him and
have him in sight continuously. He will not be allowed to come on the grounds
unaccompanied, although he will be allowed to come to Pablo's apartment. He will not
be allowed to participate in any children's program.

Our response to the concern about injury to abuse survivors from unwarranted special
treatment of this offender is, first, that he is getting the attention because he asked for it
and he needs it, and second that as members of the UFM community we want to
minister to the needs of abuse victims as well. We believe that the needs of abuse
victims cannot be met by trying to provide a safe haven from people who would remind
them of what happened to them. Steve1 is obviously not seeking a place of safety, but
rather an opportunity for atonement and reconciliation. It has been suggested to him that
his atonement could come in part from meeting directly with victims and he has said that
he would do it. We believe that such confrontation, in controlled situations, might be a
better way to deal with survivors' stress than the alternative of insisting that he worship
privately somewhere else. We understand and respect that some survivors would not be
willing or able to meet with Steve1 directly in this way or even in casual conversation.
We believe that the Meeting is large enough so that these people can avoid
Steve1 and
continue to participate.

In summary, we believe that as Friends, we are led to welcome Steve1 in our
community and minister to his needs. We see his presence among us as an opportunity
for us to do what we say we do, and we anticipate that the result will be a strengthened
religious community. We are concerned both for him and for those who have suffered in
the past, and we see an opportunity them to experience healing and spiritual growth
together. We trust that as we seek guidance from the Spirit, in an attempt to do no harm,
we will continue to be an open community that harbors all who seek the Divine in the Quaker way, those with known sins as well as those whose faults we do not know. We are called to love and deal with others as we would like to be loved and dealt with. We know that no one in University Meeting would like to be turned away as a pariah, not for their current behavior but for past mistakes. We have welcomed homicides, war veterans, and those who at the time continued "carrying thy sword as long as thee" could. We must also welcome Steve1 Smith.

Yours in the Light

Steve1 Wilson, Pablo Stanfield
Education Committee Reports
In the spring of 2007, the STY committee came to us asking that we create protocols for use with the children at UFM. The goal was to create working ground rules that help our community make sure that children and adults are safe while working with each other. We wanted to create protocols that are easy to follow and allow for flexibility in dealing with differing situations that can come up while teachers and volunteers are working in childcare and educational roles that the committee oversees.

The SIV committee was able to supply us with booklets from various Friends Meetings across that country outlining their protocols. We used them as a template and reworked and reworded them over the next year. That sounds like a long time, but our committee devoted 20 person hours at most to creating the document.

We tend to think of these protocols as seeking to protect children from sexual violence, but they also serve to protect children from the less than ideal interactions that can sometimes be seen between adults and children, e.g. yelling, hitting, etc.

Rosie Betzall, Clerk Education Committee
Subcommittee on Interpersonal Violence (SIV) Reports and Communications
2004 to 2009 History of the Subcommittee on Interpersonal Violence (SIV)

2004/04 Setting up the Subcommittee
Meeting approved setting up a three person Subcommittee on Interpersonal Violence (SIV). The subcommittee will have one representative from Oversight, one from W&M and one at large. Among other responsibilities, the subcommittee is responsible for ongoing education of the Meeting on the broad topic of interpersonal violence and for contact with the survivors group.

From the April, 2004 UFM minutes:

Setting up the subcommittee:

- General responsibility is to educate, support and challenge Meeting as a whole in the area of family violence, as well as attending to concrete tasks as needed.

At the moment, focus on:

- Supporting survivors of sexual and physical abuse who have identified themselves, with particular emphasis on spiritual healing;
- Being the official contact with Steve1 and his therapist;
- And ensuring Meeting is educated about family violence, including issues of being a survivor, prevention and other educational issues as seem relevant

This committee is the Meeting think-tank for the first round of thoughts about violence and its impact on the Meeting community.

Some tasks remain with existing committees ...

Oversight would retain responsibility for reporting yearly to Meeting about Steve1 and proposing any changes in his participation in Meeting, with the new subcommittee presenting their thoughts to oversight first.

2004/11 Change in Clerk
The Subcommittee on Interpersonal Violence (SIV), Jeanne Bourget (at large), Jonathan Betz-(Oversight) and Polly Knox (W&M) began to meet, but Jeanne had to resign for health reasons. Diane Ste. Marie was appointed in November, 2004.

2005 to 2009 Ongoing Work
After Jonathan and Polly’s term ended Bill Ames (W&M) and Niki Albright (at large) served along with Diane Ste. Marie until June 2009. For several years during this time Bill Ames and Diane Ste. Marie attended monthly interfaith meetings at King County Sexual Assault Resource Center (KCSARC) as well as planned and participated in the
Annual KCSARC Interfaith Symposium. Attending the monthly meetings were Department of Corrections members who worked with sex offenders and ministers/staff/people from other faiths.

The words "Interpersonal Violence" were chosen because sex abuse is only one part of a far more complex and dark side of human relationships. It was hoped the committee would continue over time to move from a focus on sex abuse, survivors, and a known offender, to consider other situations of interpersonal violence. As the subcommittee worked, it was quickly apparent how complex and intertwined violence of all kinds is in our lives. This committee worked in especially close conjunction with Oversight and Ann Stever, Clerk of Oversight.

This was exciting, rich work. Oversight brought John Calvi (see Section X. John CalVI) to UFM to share his Quaker ministry of healing. Bill did a year long Among Friends Project (see XI. Among Friends). We supported the known sex offender, survivors, and worked with the Education Committee to develop policies and protocols. Junior Friends, due to lack of young people in this age group, never developed policies and protocols.

**2009/06 Laying Down the Subcommittee**

The committee, which had worked hard on a variety of aspects of the sexual abuse issue, needed a rest. Since June of 2009, when the terms of the subcommittee members ended and the committee was laid down, the SIV subcommittee has not been reformed.

Diane Ste. Marie Last Clerk SIV May 2012
2008/04 SIV Annual Report to UFM for 2008

Introduction:
This is the third Annual Report the Subcommittee on Interpersonal Violence (SIV) has presented to Meeting since 2004 when the committee was formed. The current committee members are Diane Ste. Marie, Clerk, Niki Albright and Bill Ames. This report is organized by the three priorities Meeting has identified:

1. The safety of our children
2. Care for adult survivors of abuse
3. Support for Steve1 on his spiritual journey

These three sections are followed by the activities of SIV and last Possible Next Steps and Concerns.

1. The Safety of Our Children

Community Education
On May 20, 2007, Lindsey Palmer, Director of Education from King County Sexual Assault Resource Center (KCSARC), led an Adult Education session on "How to Keep Our Children Safe" to about 25 people. At 11:00 she spoke to a smaller group. Her sessions were well received and are part of the institutionalization of ongoing meeting education.

Education Committee
With support from Niki Albright, the Education Committee has written and institutionalized protocols for safety and response. A report on these protocols and the history of their development was given at the March 2008 business meeting. These cover both childcare and First Day School. SIV has suggested the committee develop a plan to inform teachers, second adults and parents of these protocols.

Junior Friends:
Niki has been working with the advisors to develop protocols for this program. At present, the Education Committee's Protocols will be used provisionally as work is continued on developing systems of safety suitable for this program.

Second Adults:
It is a challenge for these two committees to get Second Adult volunteers. SIV reminds meeting that for the safety of our children, Second Adults must be in place, whether or not there is a known offender.

2. Care for Adult Survivors of Abuse

Survivors of Sexual Abuse: In rewriting the bulletin announcement, we reviewed its importance and placement with Kathy Knowlton, the Liaison to Survivors of Sexual Abuse. She wrote,
"There are several reasons to keep the notices in the Bulletin in some form. In general terms, to know there is an offender and not to say so, runs the risk of establishing a collusive silence of the kind that most/all survivors have experienced as part of their victimization. I have been pleased to see the notice about survivors printed first, before the one about Steve1. That makes it seem as if the meeting might feel it had a ministry with/to survivors, which I do not think it feels except as a corollary of the felt ministry with Steve1. That's understandable; it's much harder to experience a leading to minister to someone(s) who's invisible or mute.

"I can report that the potential meeting of survivors the Bulletin mentions weekly did happen once this last year, at the request of a survivor who had not identified as such before. She used it as a clearness committee, very appropriately. I think everyone involved felt very good about it. My conclusion is that it's good to have the notice about survivors in the Bulletin and that its phrasing is okay."

SIV reminds us that survivors do not speak with one voice, nor do they want one voice, when they do speak individually, they may not know what to ask for.

**Among Friends, A Compassionate Listening Project for Those Affected by Sexual Abuse**

This project is designed to help members of the UFM community achieve deeper sympathetic understanding of the spiritual suffering caused by sexual abuse. Our first goal is to learn to listen compassionately to people telling difficult truths and then, after listening, to explore ways we can be accompany those who are suffering. To do this, we wish to hear from people whose lives have been affected by sexual abuse, both directly and indirectly.

As AMONG FRIENDS was being developed, Bill Ames took it to the KSARC Monthly Interfaith meeting for input. Although SIV is aware of the broader issues of power and abuse, we were advised by KCSARC to limit our focus to those impacted by sexual violence (abuse).

A list of advisors for Among Friends was developed, which includes at least one anonymous survivor, a professional from Harborview Hospital, the Liaison to Survivors, Lindsay Palmer from KCSARC, and an interested secondary survivor.

Eight listeners attended two training meetings. Four speakers have already signed up. The sessions have started and have proved to be very moving. There are plans to remind the community Among Friends is an available resource during the coming year. One does not have to be a victim in order to be a speaker.

**3. Support for Steve1’s Spiritual Journey**

Regular monthly meetings with a representative from SIV have continued during this past year as well as the monthly lunches with Steve1 at China First. These are a useful
way of keeping contact with Steve1 on a more personal level, sharing updates in people's lives, hearing concerns such as health, job and successes. Steve1 continues involvement and commitment to the Freedom Project. This year he participated in a nine month Nonviolent Communication (NVC) training program to be a trainer, took part in a workshop for Antioch University Students, and is part of the Peace Keeper Gatherings. He has seen the usefulness of applying NVC principles in the workplace to improve communication and respond to conflict.

In August, he became a full time, permanent employment at Longview Fiber Company. Despite suffering from health problems, including a compressed spine and weight loss, he has not had to take time off work. Shift changes have prevented Steve1 from attending Upkeep Committee meetings, but he should be able to attend the April '08 meeting.

As requested, SIV made contact with Terry Copeland, Steve1's therapist, and his new Community Corrections Officer (CCO) Donald Vest.

Terry Copeland
Steve1 continues to participate voluntarily in Terry Copeland's therapy group. Dr. Copeland reported Steve1 is doing fine, working on social skills and seems more empathetic. However, Terry notes Steve1's health concerns and physical pain are stressful.

Community Corrections Officer (CCO) Donald Vest
Steve1's Community Corrections Officer changed twice this year. On November 1st, Kevin Kalina was replaced by Chad Hettings. On January 28th, Donald Vest became Steve1's CCO. Donald reported he has no concerns about Steve1. As Donald is not familiar with UFM's role, he would like to see SIV's Annual Report to Meeting as well as the monthly "meeting with Steve1" reports SIV makes to Oversight.

4. SIV Activities, April 2007 to March 2008

Interfaith Monthly Meetings
Two committee members have been active in the Interfaith Monthly Meetings at King County Sexual Assault Resource Center (KCSARC) as well as helping plan and participate in the Sixth Annual Interfaith Symposium. Bill's gifts included bringing experiential exercises to the program, Diane contributed the final title, and Dana Hufford, from Department of Corrections (DOC) and UFM, helped test and shape the experiential activities. It is hoped the incoming SIV members will be able to keep this rich and supportive connection going. The two-way benefit is valuable, and SIV has felt this to be an important part of SIVs work and UFM's ministry.
Historical Notebook
An historical notebook on Meeting's evolving three-part Ministry on Sexual Abuse is in the final stages of compilation. Copies of these notebooks will be given to: Clerks of Meeting, Oversight, Worship and Ministry and SIV, the library, Steve Smith, plus a spare. It is hoped having the history in one place will be of benefit for people wanting easy access to what has gone before. Keeping these notebooks up to date and passed from clerk to clerk may be a challenge. We recommend that SIV take on this task.

Informational flyer on UFM's Ministry on Sexual Abuse
In October 2007, the Subcommittee on Interpersonal Violence (SIV) developed, with input from Oversight and the Liaison to Survivors of Sexual Abuse, a one page "Informational Flyer on University Friends Meeting's Ministry on Sexual Abuse" printed on yellow paper. We hoped this would give information to people new to meeting as well as members and attenders. It was also printed in the April Gleamings.

Revised bulletin announcement
On October 3, 2007, a revised announcement about a known offender's presence on campus, approved by Oversight, was placed in the Sunday bulletin. It was also approved by the Liaison to Survivors of Sexual Abuse, who sees this information as important in supporting survivors. The Liaison also confirmed the importance of the placement of the survivor announcement above it, because it gives survivors a resource reference. The announcement also directs people to the yellow Informational Flyer on UFM's Ministry on Sexual Abuse. We understand that there are diverse feelings about this announcement, including the space it takes up, and that the repetitiveness results in many people not reading it. (See #2 in this report.) In this Year of Discernment (YOD), we recommend that SIV revisit the purpose and wording of this announcement.

SIV Committee Membership
There will be a new SIV committee in June as the current members finish their terms of office. This is a loss in terms of the development of understanding. We are all committed supporting the new members in their task. Bill Ames will continue the Among Friends Project to its completion a year from now.

This Year of Discernment is an exciting time, and we see it as an opportunity SIV revisit just what is the role/job of SIV, Oversight, Worship and Ministry in the ministry.

5. Possible Next Steps and Concerns:

Informing Community
We have concerns that our work is not widely known in the Meeting. Although we had plans to write articles for Gleamings, we were not able to do so. Only those present at business meetings hear our oral reports. We feel it is important for us to keep the larger community informed of this ministry in order to avoid misunderstandings and concerns.
• SIV recommends in this YOD, that ways be explored to keep the larger community informed.

Oversight and Worship and Ministry Rep
As there was no representative from Oversight on SIV, we had no direct monthly contact with Oversight. This lack of connection left SIV feeling under-supported, and found us taking on aspects of this ministry and confidentiality without the clear authority of the Oversight Committee. We realize that representatives from Oversight and Worship and Ministry take on the burden of extra work they are already on demanding committees.

• The YOD is an ideal time for further discernment on this concern and possible reorganization of responsibilities among these three committees, Oversight, Worship and Ministry, and SIV.

Quaker Spiritual Base for this Ministry
It is time, we think, for UFM to look inward to Spirit as well as to Quaker testimonies, beliefs and practice to support this Ministry on Sexual Abuse. We feel a need for concentrated work to develop a minute to support and guide our ministry. See Addendum for examples of such a spiritual base from two programs.

• We recommend the new committee consider ways to do this, such as an ad hoc committee under Worship and Ministry or a called meeting.
• We have been reading the book Trust and Trespass which covers the experience of a number of Meetings in Britain yearly Meeting, struggling with known sexual offenders - restorative justice - care of survivors and children. The stories are compelling. Each chapter ends with queries. We have ordered seven copies, some of which will be in the library. We commend this book, possibly as part of the above recommendation, possibly to be read and discussed in spiritual sharing groups.

Making Our Ministry Public
We believe it is important to develop plans to inform visitors, new attenders and parents about our Ministry on Sexual Abuse and of safety protocols in place. In addition we recommend that Quest interns be informed of the Ministry during the interview process.

• It has been suggested information on our Ministry on Sexual Abuse be placed on our website.

Closing
SIV would like to say how rich and interesting this work is. Challenging as the work is, it is deeply rewarding and satisfying. We, as a committee, have all grown immeasurably and value the deepening friendships and relationships that have been developed.
A Friend recently sent this to the SIV clerk,

"How unfinished we are with all of this, and that whichever way we turn, there is pain and exclusion. We don't like that this is how it is, but it's good to be reminded."

SIV reminds us that may never be finished with this work. Inter-personal violence covers a vast area of human interaction. As the Friend goes on,

"this community is my home, and even in our messy humanity, the Spirit comes over us there as a community. It is a blessed gathering."

Diane Ste. Marie, Clerk Sub-Committee on Interpersonal Violence April 13, 2008

See attached Addendum: Quaker Spiritual Base for This Ministry
Addendum: Quaker Spiritual Base for This Ministry

Two examples of this concept:

Mennonite Community Reintegration Project, Trespass and Trust, Britain Yearly Meeting, p. 43.

- We believe in a loving and reconciling God who calls us to be agents of healing work in the world.
- We recognize the humanity of both the victim and the offender.
- We acknowledge the ongoing pain and the need for healing victims of sexual abuse.
- We affirm that only love has the potential to heal the wounds of the victim, the offender and the community. This love is lived out in the context of meaningful and accountable relationships where support and care takes a human face.
- We welcome the offender into the community and accountability. Where this does not exist for them, we seek to 'recreate community' with them in responsible, safe, healthy and life-giving ways.
- We seek to prevent further victimization both through reducing recidivism by offenders and increasing public awareness in the wider community. It is through education about the roots of violence and abuse that our communities become safer.
- We accept God's call to radical hospitality, sharing our lives with one another in community and taking on risks in the service of love.

Healing and Rebuilding Our Communities (African Great Lakes Initiative (AGLI) Alternatives to Violence Project in Rowanda, Burundi, and Kenya):

- Principle #1: In every person, there is something that is good.
- Principle #2: Each person and society has the inner capacity to heal, and an inherent intuition of how to recover from trauma. Sometimes the wounds are so profound that people or communities need support to reencounter that inner capacity.
- Principle #3: Both victims and perpetrators of violence can experience trauma and its after-effects.
- Principle #4: Healing from trauma requires that a person's inner good and wisdom is sought and shared with others. It is through this effort that trust can begin to be restored.
- Principle #5: When violence has been experienced at both a personal level, and a community level, efforts to heal and rebuild the country mush also happen at both the individual and community level.
- Principle #6: Individuals healing from trauma and building peace between groups is deeply connected. It is not possible to one without the other. Therefore, trauma recovery and peace building efforts must happen simultaneously.
Diane,

Thank you. I like it. Here are a response and a suggestion. The response was an emotional one to the phrase "committed to the protection of .... other vulnerable people." I know there have been a couple of survivors (by definition they are certainly other vulnerable people) who have felt unprotected by the meeting's relationship with Steve1 and have felt that the only "protection" open to them was in the form of what-can-we-do-to-help-given-that-we-have-already-chosen-to-take-him-in. I don't have any suggestion for changing that wording, nor do I experience the meeting as uncommitted to protecting the vulnerable, though I do think some folks started off willfully naive about the inadvertent hurtfulness of taking Steve1 on. Anyway, maybe this just amounts to a heads up - you might get a reaction on that one.

The suggestion has to do with the paragraph about compassionate listening. I think the meeting's listening efforts have been the most important thing that has happened. After the first sentence of that fine paragraph you might consider adding something like:

   We recognize that the voicelessness imposed by sexual abuse may complicate survivors’ self-expression and that listening to understand can be healing in itself for both the speaker and the hearer. We have also learned that only after compassionate listening is it respectful to explore ways we can be of benefit to those who are suffering.

Thanks for including me.

Best

Kathy, Contact for Survivors of Sexual Abuse (SSA)
Introduction:
The Subcommittee on Interpersonal Violence (SIV) was formed in July 2004, to help UFM deal with the challenges raised by the presence of a convicted sex offender. This report documents SIV's activities and accomplishments during the calendar year 2006; and is organized by the three priorities Meeting has identified:

1. The safety of our children
2. Care for adult survivors of abuse
3. Support for Steve on his spiritual journey

This work is challenging spiritually and emotionally, requires practicing deep, then even deeper listening. After John Calvi's visit in April 2006, SIV identified four elements, which we shared with Oversight in August 2006, as one way to look at what we are doing:

- **Ministry of opposing truths**: Care of Survivors and Support of Offender's Spiritual Journey. When Meeting took this on we didn't know fully what this meant or would require of us and of survivors, especially those triggered by a known offender's presence, or require of the offender.

- **What meeting has is a DUAL MINISTRY.** Some of us minister to both, some to one or the other, and some to neither.

- **Many survivors have found SANCTIJARY** in meeting for worship, a safe quiet place where one can come and go as needed and be supported in the healing process of trauma and post traumatic stress disorder (PTSD). Sharing meeting space with a known offender has broken this sanctuary.

- There is **sanctuary** for the offender both known and unknown •.

We recommended that Oversight and SIV:

- Season this concept of dual ministry and sanctuary.
- Deepen community understanding by setting up a Meeting for Listening and Holding (and/or study groups), informed by Friends' experiences in healing conflicts in Africa and within our yearly meeting.

1. **The Safety of Our Children**

Niki Albright joined SIV to help develop protocols - guidelines to prevent harm and procedures for responding to harm. She has collected numerous resources and compiled them into notebooks: one each for Oversight Committee, Worship & Ministry Committee, Education Committee, Junior Friends Advisors, Clerk of Meeting and the Library. Each notebook contains sections on policy from other faith communities and examples of protocols on:
- How to handle offenders,
- How to respond to survivors,
- How to respond to incidents of harassment or abuse,
- Identifying "red flags" (indicators of possible sexual abuse),
- Protocols for known offenders attending meeting, and
- Safety for children

She is working with Education Committee and Junior Friends to institutionalize and revise existing protocols, develop new ones, and educate people on their existence. Both the Junior Friends advisors and Education Committee have some protocols in place but need to review, revise and publicize them.

SIV is concerned that the UFM community realize the work of developing and implementing protocols is not just for parents and education-related committees. UFM needs all members of the community to become "many eyes" looking out for the safety of the most vulnerable among us. Specifically, we must all learn how to recognize the signs of abuse, learn how to act when we see them, and be willing to volunteer as "second adults" (safety monitors) for First-Day School, childcare and other care functions.

2. Care for Adult Survivors of Abuse
Friends have considerable experience in healing the kind of trauma that we face here. At the last FGC gathering, David Bucura brought statements from genocide survivors and perpetrators in Rwanda sharing in a paragraph or two their experience. These were passed around and read out of silence by different people. In the 1980s the presentation "Lots of Queer Quakers, Some of Whom are Gay" shared experiences anonymously at UFM and NPYM.

Building on these experiences, two survivors who are triggered were asked to respond in writing to the previous SIV Annual Report when it was presented at the September business meeting. SIV thinks it was a powerful experience for Meeting as a whole. However, we have heard from the contributing survivors, that it was also retraumatizing. They have expressed frustration that there has been no formal response from Meeting.

"Survivors do not have one voice, do not want one voice, and when they do speak individually, they may not know what to ask for. Where there's a good feeling about including Steve1 on Upkeep and elsewhere in meeting, this is distressful and damaging for at least two survivors," Kathy Knowlton, Liaison for Survivors of Abuse wrote after meeting approved Steve1's nomination for Upkeep Committee.

SIV hasn't figured out how to hear from everyone involved; meeting hasn't listened deeply enough to survivors, especially those who are triggered. SIV is now considering a compassionate listening process as one tool to provide a voice for survivors and others.
SIV also hears some survivors state that a piece of our work as a community is listening deeply to each other, to empathize, hold the pain, and grieve with another that the presence of a known offender is not good for them. As SIV realizes how deep the suffering is, the committee is finding it difficult to see the best way forward. However, we have faith that if Friends center down enough, meeting will find a way to transcend this pain and confusion. Meanwhile, some survivors have displayed great courage in making public statements to Meeting.

3. Support for Steve1's Spiritual Journey

Steve1 continues with Freedom Project and his therapy. At the end of 2006 he went to Alaska for work that he found through an attender at Meeting. The Friends' connection has proven supportive through lunches, Steve1 gatherings, and conversation with Friends. In addition, SIV continues to look for ways to promote positive interaction between Steve1 and the rest of the UFM Community. SIV is concerned that Steve1's restrictions to UFM limit his ability to integrate into the community and the community's ability to get to know him. SIV and others who have regular contact with him have observed growth in his attitude and behavior. The Freedom Project has been very positive influence. He continues to read and discuss spiritual issues with Friends.

In January 2007, business meeting approved new conditions allowing him to work with Upkeep Committee. If UFM continues in this dual ministry, meeting is called upon to act as chaperones and attend occasional fifth-Sunday worship with him at Quaker House, as well as getting to know him in non-meeting settings.

Department of Corrections (DOC): Steve1’s Community Corrections Officer, Kevin Kalina, reports that Steve1 is in compliance with DoC’s program.

Terry Copeland, Steve1’s therapist, reported that Steve1 continues to do well, and that Terry has no concerns that he needs to raise with us.

SIV is considering a proposed rewrite of the Sunday bulletin announcement about Steve1 suggested by Nancy Helm. It closes with:

"We are a community working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education that this five year process has produced."

General Perspective:

SIV has discerned this year that all members of the UFM community are affected by this situation at some level, whether we are survivors or offenders, family and/or friends of survivors or offenders, or fellow community members.
The clerk of SIV, Diane Ste. Marie, has been actively involved in the Interfaith Monthly meetings sponsored by King County Sexual Assault Resource Center (KCSARC) and Department of Corrections (DOC). She was on the welcoming panel at the 4th annual Archdiocese sponsored Interfaith Symposium in January which was titled "The Dilemma of the Dual Ministry." Bill Ames, Diane Ste. Marie, Ann Stever, and Dana Hufford all attended.

SIV wants to acknowledge the hard, deep work, of meeting in deciding to support the spiritual journey of a known offender. Because we had skilled people on Oversight, even though systems were not formalized for how to do this, wise, caring, responsive, and professional discernment was made. SIV has learned that some survivors feel that Meeting's commitment to "caring for adult survivors of abuse" has been compromised by focusing so much attention on the known offender and making what those survivors see as decisions of compromise, not deep understanding of PTSD.
I wonder if we are talking about the Meeting's healing or about its growth. Healing always sounds to me as if there is a disease or an illness and then one heals and is well again, restored, maybe better than ever. Certainly health and illness are fitting metaphors here, but maybe the idea of recovery (yes, as in AA and "you're always in recovery") is more apt than healing. One is never restored, but one may grow and grow or continue in recovery. It has seemed to me from the beginning that Meeting might decide it was led to have an ongoing ministry with offenders and that that would mean it would not be able to minister to the more voiceless survivors, no matter how fitting and attractive its process could be for them. I could accept that if it came with real grief and appreciation for the ongoing invisible costs, the loss of survivors in the community. My concern is that something like that decision would feel like relief or accomplishment. Those feelings would signal to me a lack of understanding, a need for growth. In a way I have already heard some of that on occasion, some well-of-course- we-take-him-in, and some of-course-we-put-the-notice-in-the-bulletin, said with satisfaction and without consideration of impact. To me, the survivors are the sparrows who fall soundlessly to the earth, the "least of these." The cost of the dual ministry is the continuing lack of resolution and the continuing need for expansion of understanding. We can't settle in to one or the other, if we are going to do both, it seems to me, but that's a lot to hold, as the psychoanalysts say.
In March 2006 the Business Meeting minuted that "Oversight will bring an annual report to the April Business Meeting. This annual report will include contact with the therapist, as long as Steve1 is in therapy, and the Department of Corrections." While this minute was part of conditions for Steve1’s participation in Meeting, Oversight felt that the report should cover the broader activities of the Subcommittee on Interpersonal Violence (SIV) as well as specifics about Steve1.  

The report is organized by the three priorities Meeting has identified:

1. The safety of our children
2. Care for adult survivors of abuse
3. Support for Steve1 on his spiritual journey

1. THE SAFETY OF OUR CHILDREN:
Currently the Education Committee does a Criminal Check on all teachers and regular childcare providers. It arranges for a second adult besides the teacher for all First Day activities. There is no check on the second adult. There is no system in place for follow-up to check that these procedures are followed for childcare arranged outside First Day School. We have not yet dealt with this issue in relation to Jr. Friends.

SIV is responsible for on-going education of the UFM community. On January 10, 2006, the clerk of Oversight and two SIV members attended an all day workshop for Faith Communities on Accountability, sponsored by the Archdiocese of Washington State and run by the King County Sexual Assault Resource Center.

We received much good information from the Department of Corrections (DOC) and from people who work with survivors of sexual assault. Concepts like protocols (procedures in place to prevent sexual abuse) and red flags (things to look out for) were outlined. Print resources were given to all participants. Much of the information related to safety of children including ways of talking with children and parents about safety. The SIV clerk will attend the first DOC sponsored Brown Bag Lunch to provide resources, education, and information to the Faith Community.

Out of this experience, SIV has made a priority of developing UFM protocols (materials to be given to people working with children as well as to the broader UFM community), and ways to institutionalize the protocols (ensure they will always be a part of UFM's commitment to the safety of our children). Another priority relates to what signs and

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18 Note that this first report is from SIV with the Clerk of Oversight while subsequent annual reports are solely from SIV. Reed Koch 2012/10
19 Note that this report was produced June of 2006 but presented to UFM Business Meeting in September of 2006. Reed Koch 2012/10
notices UFM should have about the presence of a convicted, non-predatory sexual offender. These relate to the safety of children and care for adult survivors of abuse.

A challenging aspect of these priorities, is the hard work of continuing to hold our beliefs in restorative justice and that of God in every person, while responsibly protecting our children, caring for survivors and holding offenders accountable.

2. CARE FOR ADULT SURVIVORS
In April 2005, Oversight made a recommendation to meeting to increase Steve1's participation in meeting. In May 2005, Oversight recommended laying over those recommendations after considering the article by Kathy Knowlton in the May Gleamings and hearing from other survivors. We recognized the need to take more time to understand about post-traumatic stress (PTS), sexual abuse and the process of healing. We needed to become "heart-and-mind educated." There has been on-going contact with Kathy Knowlton, liaison for Survivors. The SIV clerk has talked with most of the survivors willing to have that contact.

Kathy Knowlton, Liaison for Survivors wrote to say that "UFM has been developing its care of adult survivors over the past months and now has several elements in place: the SIV itself; the notice immediately after the weekly paragraph in the bulletin. The SIV's strengths include its strong connection to Oversight and its diverse membership, so that a survivor who does not want to approach one may talk to another member. The bulletin notice has not resulted in phone calls or meetings in the last year. Nonetheless, survivors have reported they like that it is there. Its strengths are that it offers anonymity (someone can call the contact person without identifying themselves much), and it leads to other survivors, if so desired."

A major focus of our work related to survivors was organizing the April 13 - 16, 2006 visit by John Calvi to raise and discuss issues of trauma, and healing. We heard that we are a healthy village taking on the difficult challenge of holding opposing truths. These events and lessons were reported fully at the May 2006 Business Meeting. The center for all this work is meeting for worship. All of us need to attend to that, to getting and keeping "a hum going."

3. SUPPORT FOR STEVE1’S SPIRITUAL JOURNEY
Since last April, Monthly Meeting has agreed to several modifications of Steve1's conditions for participation in the life of UFM. We have clarified the conditions under which Steve1 may attend functions at the homes of UFM members/attenders where children may be present, the procedures for handling violations of the conditions, the annual report of SIV to monthly meeting for business, and the use of the Quaker House living room for meetings with Steve1.
As requested, we made contact with Terry Copeland, Steve1’s therapist and Kevin Kalina, his Community Corrections Officer.

Terry made the following comments:

"Thank you and your community for your continued involvement with Steve1. As you know, Steve1 has been with me almost five years. Three of those years were mandatory; two have been by Steve1’s choice. I think Steve1 has always felt remorse for his offense and even more so as time has gone by. A difficulty for most of the offenders in my program is that any efforts to express remorse and to clarify his 1 00 responsibility for the offense to his victims are blocked by the courts. Steve1 has been working hard to be able to be compassionate to all, to understand and empathize with another's point of view. This is a struggle for Steve1 sometimes partly because of his long history of self- preservation first. He's getting there perhaps more slowly than he would like to."

Digested comments from Kevin Kalina: Steve1 is "doing good in cooperation, has no violations, and is conscientious about following his conditions. He is open about his crime, which is very good, and is interested in doing the right thing." In response to a question about what, if anything, we should watch out for, Kevin listed changes in behavior, acting more secretive, or making contradictory statements. His unemployment does put him at greater risk of re-offending because of the stress level, but as long as he's looking for work and can Document it, DOC is not interested in sending him back to jail. They’re more concerned with his living conditions and self-esteem issues as better indicators of his likelihood of re-offending.

Steve1 completed his court-ordered psychological treatment on April 21, 2005. He voluntarily continues his individual and group therapy.

Steve1 lost his job at Jorgenson Steel in March 1, 2006. Through contact with a Friend, he was put in touch with the Unemployment Law Project, which helped him obtain back unemployment pay. He had a lot of trouble finding another job because a new state law appears to permit employers to categorically refuse to hire sex offenders. Through contact with an SIV member, he has obtained new employment maintaining fishing boats.

He has very much enjoyed the efforts that UFM members have made to incorporate him into the life of the UFM community, insofar as UFM's conditions allow. There is an informal gathering about every six weeks at a Friend's home; monthly lunches following one of the 11 :00 meetings he attends; and monthly lunches with two other members, individually.

SIV has communicated with Nominating Committee about the importance of including Steve1 on a committee. Nominating Committee is working on this.
Again this year, he attended the PNW Quarterly Meeting Silent Retreat. He continues to be involved in the Freedom Project, a project of the Fellowship of Reconciliation and Nonviolent Communications. He has been reading many books on spirituality and psychology.

Starting from a place of blaming others for his troubles, he has come to take more responsibility for them. Exhibiting a deepening spiritual maturity, he has become much more articulate about caring for others.

No further recommendations are being brought at this time.

Sub-Committee on Interpersonal Violence:

    Diane Ste. Marie, Clerk
    Jonathan Betz-Zall
    Niki Albright

Oversight: Ann Stever, Clerk
Thanks for SIV's/Meeting's interest in adult survivors of sexual abuse. I would suggest that the second priority - the one regarding survivors - read "Support for adult survivors of sexual abuse on their spiritual journey," rather than "Care for adult survivors of sexual abuse."

The priority regarding Steve1 reads "Support for Steve1 on his spiritual journey" and seems to have oriented SIV/Meeting to Steve1 in a way that has been appropriate, specific, and helpful. I believe that re-wording the priority regarding survivors, as suggested above, might do the same for the relationship between SIV / Meeting and survivors. At least, it might prove revealing.

The most challenging issue is how to support the spiritual journey of those members and attenders who are adult survivors of sexual abuse who suffer PTSD and are triggered by Steve1's presence at any University' Meeting event that he attends.

Such triggering means that Steve1, with his history as a sexual abuser, serves as a "reminder stimulus" for such survivors. That is, they experience in his presence and afterwards a classic array of aftereffects of their original trauma, which can include (according to Naparstek's Invisible Heroes) "terrifyingly vivid flashbacks, nightmares and night terrors; intrusive thoughts about the event or events; sleep and concentration problems; anxiety, panic, and maybe phobias; depression, chronic joylessness, and emotional numbness; mental confusion, memory impairment, and possibly amnesia; waves of shame, guilt, grief, and anguish; irritability, hyper vigilance, suspiciousness, and eruptions of temper; detachment, estrangement, deep loneliness," (p. 30) - and a host of debilitating physical symptoms (pp. 61-80). Not exactly the kinds of experience for which we usually go to Meeting for Worship and other Meeting events!

Such reactions may seem surprising - and they can also seem utterly surprising - and horrifying - to survivors themselves. "There are numerous reports," says Naparstek, "from septuagenarian World War II combat veterans who hadn't experienced their PTSD for four or five decades, until an open heart surgery or domestic terror attack catalyzed the re-emergence of hellishly fresh images and emotions from a previously forgotten combat episode." (p. 35)

So, how does SIV / Meeting support the spiritual journey of such survivors, given that Meeting has decided to welcome Steve1 into its midst. If his presence triggers experiences like those described above, many such survivors may, understandably, be tempted simply to leave through a revolving door. Even so, SIV / Meeting might see if they can support such survivors' spiritual journey in some ways:
1. Maybe there could be a contact person (or persons) to help them figure out what to do in a rather bewildering time, when their accustomed events at Friends' Meeting now have a dramatically changed character for them.

2. For example, the contact person(s) might keep the survivor informed regarding when Steve1 will be at events and when he will not;

3. If desired, the contact person(s) might help the survivor find spiritually nourishing events where Steve1 won't be - for example, a worship sharing group;

4. If desired, the contact person(s) might help the survivor make the transition to another Meeting or another spiritual group altogether where their spiritual needs might be served in a more relaxed setting for them.

Surely, Meeting as a whole should be kept abreast of survivors' spiritual journeys in their midst, just as they are kept abreast of Steve1's spiritual journey in their midst since his arrival.

This is from a survivor who chooses to remain anonymous.
Dear, beloved University Friends Meeting,

Diane Ste Marie asked for my input on how the Steve saga impacts on my life as a member of this faith community. As you listen, please bear in mind that I've had all the support and care offered in this situation, and several years of anguish none the less. Consider how mitigated is my rage at this time, comparatively, since the onset of this adventure in Quaker witness. The likelihood of me coming around to a different point of view regarding my personal journey with this issue is probably slim.

All my life I've been a Quaker, and I believe in the sacredness of every living thing, even when I cannot see it. By default, that would include Steve1. I'm an adult, and I understand that none of what has happened here has anything to do with me. The Steve rules, our communal processes, striking balances with the myriad issues, legal/moral/spiritual, are all about him. I've been trying to believe that on some level it's also about us, the people and the faith, but I don't buy it. How it is and how it feels are not necessarily related.

I have served this community faithfully, to the best of my ability, for 14 of the past 17 years, largely on behalf of our children. Those of you who know me have been my rocks in a series of difficult decisions regarding children in general, children of my own, and children I serve. Having dedicated my life to the tending of children, from one cherished individual, some of whom have been yours, to the grossly underserved, surely there is a powerful bias blocking my path on the Steve saga. But here is my personal truth - I feel that University Friends Meeting has willingly, clearly, chosen a child molester over me.

How dare you, any of you, place one person before another? Specifically, a person who brings to us complex, profound, spiritually challenging issues that impact not only on a few people, but on our faith itself. It has struck me as unquakerly to twist our way of being together communally to suit one person's needs rather than build a home for that person held aside from us until we can find a way to integrate the two. If we can at all, which I perceive as another set of issues entirely. I don't deny that Steve1 has spiritual needs, but I am enraged at what has been done to meet them. My very faith rests on the belief that we are all equal in the Spirit's eyes, yet my faith community has tossed equal to the wind and invented an interim truth in which one person's value is greater than that of any other, every other, perhaps not unto himself, but by the way that community has chosen to value his needs.

UFM didn't marry gay and lesbian couples to suit their needs while struggling with the concept of same sex marriage, we made them wait. It wasn't kind, it wasn't pretty, it wasn't ideal by any stretch of the imagination. But we did it, and we mostly survived. I
am appalled that on this far more agonizing issue this community has opted to go the other way. To hold us all hostage for the sake of one person. To choose a set of interim truths on the way to one, allow the arguably untidy ends to justify the means, and force the existing population to suffer along as we renegotiate those truths. To say we're going to do something tricky, because it's responsible and Christian and fraught with unease, and let the power lie in that person's hands. To knowingly allow our adult survivors to be at risk, a unique horror for each one. To endanger our children, not necessarily bi action on Steve1's part, but bi what we say to them; the more-than-double standard we abhor in other people, training them to believe that it's wrong yet choosing to show them an example of our communal intention to do wrong under these circumstances.

I hear you, Oversight, when you tell me about risk factors, and treatment, and details so personal that I feel as if you've invited me to violate Steve1 as a human being because this situation leaves us no other choice. There were many other choices. It matters to me not at all that he has rights as a child of the Spirit; we all do. It matters to me even less that there's a thus-and-such theory about recidivism and the safety or danger to our children inherent in allowing him to walk among us. What matters to me is, you crossed my lines when you took him in against my will, forced me to make my way around and through this minefield, and you did so on an unusual interpretation of Quaker ethics. It matters to me that you put him before me, that you gave yourself the power to do so, and that you expected me to agree with the plan.

So here is how one survivor is coping. I have not attended Mtg for Worship at UFM regularly in over two years. Very few social activities in this community feel open to me, despite all reason, because I don't trust the community; if you will do this to me, what else will you do? I live in fear not of Steve1, who is no danger to me, but of the trigger he is. When I see a man in a hat I quake in the absolute, remembered terror of a child victim, and I cannot scream loudly enough to stop the pain; this did not occur prior to the arrival of Steve1's hat. My center hovers just out of reach when I strive to sink into it while he is on the campus at the same time as I. There is no inner peace, no higher self, no more quakerly (name removed by editor); I become someone whose rage could swallow the world, and I hate the way it feels to be me.

I deserve better from my faith community. I deserve, both bi virtue of being one of the Spirit's beloved children and bi having earned it with my labour in this community, the right to be held as a sacred object. I deserve simple, loving acceptance, and you have chosen to steal it from me. On behalf of a child molester. An apology is owed.

(name removed by editor)
In response to reading draft of SIV report to Meeting, I have read the SIV report and appreciate how much went into it. The only additional thoughts I’ve had are things we’ve already talked of at least a bit. I’ll spell them out here so that you have a written and more extensive version. These remarks are really about the section on Care for Adult Survivors.

Conceptually, the terms "protocol" and "red flags" probably can be applied to care for survivors as they can to protection of children. Specifically, I would say that UFM has been developing its protocol of care for adult survivors over the past months and now has several elements in place: the SIV itself, the notice immediately after the weekly paragraph in the bullet. The SIV's strengths include its strong connection to Oversight and its diverse membership, so that a survivor who does not want to approach one may talk to another member. The bulletin notice has not resulted in phone calls or meetings in the last year. Nonetheless, when I have considered removing it from the weekly announcements, survivors have reported they like that it is there. Its strengths are that it offers anonymity (someone can call me without identifying themselves much), and it leads to other survivors.

I think "red flags" is just too tricky to use. One does not go up to a person and say, "I saw you startle while you were reading the bulletin. Are you a survivor?" After all, intrusiveness and being "marked" are issues for survivors. As ever, I think Meeting has to be careful to offer care, particularly by listening, without getting into the position of trying to "fix" survivors so that Steve1 can be included more. No matter what we do, the opposing truths of offender and survivor needs will still be there.

I wish there were some way to acknowledge the time, care and development that has gone into the SIV itself and the very articulate document that is its report. It's one of those things that may be deceptively simple, because it takes a whole lot of work to talk about the subject simply without oversimplifying it. Well done. Thank you.
2006/04 SIV Communication to Oversight: Four Elements concerning Working with Survivors

This work is challenging spiritually and emotionally, requires practicing deep, then even deeper listening. After John Calvi's visit in April 2006 SIV identified four elements which we shared with Oversight in August as one way to look at what we are doing:

1. Ministry of Two Opposing Truths: This is what Calvi called the Care of Survivors/Support of Offender's Spiritual Journey. When meeting took this on we didn't know fully what this meant or would require of us and of survivors - especially those triggered by a known offender's presence, or require of the known offender.

2. DUAL MINISTRY: Some of us in meeting minister to both, some to one or the other, and some to neither. (This concept of a dual ministry became the theme of King County Sexual Assault Resource Center's (KCSARC) fourth annual interfaith symposium entitled, "The Dilemma of a Dual Ministry.")

3. Many survivors found SANCTUARY in meeting, a safe place, where boundaries put up in the outside world could be let down in the quiet of meeting for worship. Where one could come and go as needed and find oneself supported in the healing process of trauma and PTSD. Having a known offender has broken this sanctuary, this haven of safety. Most of meeting is unaware of the unknown sanctuary that was provided, and that has been broken.

4. There is sanctuary for the offender known and unknown. The known offender has been accepted with knowledge of his trespass.

SIV offers this concept of dual ministry and sanctuary to the community for seasoning.
2006/02/12 Report and Proposal for Conditions Revision From SIV to UFM

You recall that in May 2002, when Oversight first brought to Meeting attention that we have sexual offender in our community, Meeting agreed that our priorities are first, safety of our children, second, care for adult survivors of abuse and third, support for Steve1 on his spiritual journey. We have worked very hard ever since to hold these three groups in our care. In June 2002, we decided we had no unity to allow Steve1 on UFM property, even with a chaperone. In October 2003 Meeting approved the present arrangement (chaperones, worship on 1st and 3rd Sundays at 11 AM and 2nd and 4th at 9:30). In April 2005, Oversight brought a proposal to expand the times when Steve1 can come to UFM. In May, after hearing from survivors, we agreed to lay over that proposal for deepening our understanding of what changes might mean to survivors and how we might listen to and support them at the same time we work on including Steve1 in our community. This is a very brief summary, and there has been much other work, done by different committees, SIV, Oversight and the Meeting at large. (Work by the Education Committee with children, parents and teachers, Megan Crouse workshop, worship sharing groups on sexual abuse, books in the library, discussion in business meeting about queries about sexual abuse and relating to survivors, articles in Gleamings, establishment of SIV and opportunity for survivors' to meet together.)

As we continue our work, we are learning that survivors of trauma are in different places in the healing process, in what triggers the unwanted, unexpected intrusion of the trauma experience into the present moment. This intrusion of trauma greatly disrupts the survivor's present life experience, sometimes for extended periods of time. This is why we have the present system of restricting times Steve1 can be on campus. While all survivors have the opportunity for full participation in UFM, some have to restrict themselves because of being triggered by the presence of a known offender. It can appear that increasing Steve1's opportunities to participate in Meeting, reduces them for some survivors. This makes for a difficult dilemma and we must face the challenge of holding it deeply as we make decisions. We hope the time with John Calvi will increase our understanding.

It may seem that there is a lot of time and emphasis spent on one person. It is important to remember that Steve1 is a member of our community. Because of the restrictions we have placed on his participation, we have reduced our opportunities to interact with and get to know him. And yet, we are called upon to make decisions about him. We believe it is important to put effort into getting to know him. For this reason SIV has started scheduling once a month off campus lunches with him. I have started a social gathering with him about every six weeks at someone's home. It started with people who already knew him, but SIV thinks it's time to include interested people in meeting who would like to come. If you are interested, please call me, Diane Ste. Marie, and I will put you on the list to be notified.
One of the conditions under which Steve1 can be on UFM property is that he must have a chaperone. Chaperones sign an agreement, which is actually a legal document. One side is legal and we cannot change it. The other side has conditions set by UFM. As we have been setting our records in order, we found that UFM has never minuted approval of these conditions, though they have been in use since early 2002! SIV and Oversight now bring these conditions for your approval. As you can see in the document, we have given some background, outlined process, clarified the original wording in some cases and made one change.

UFM’s restriction about visiting in the home of someone with minor children was stricter than that imposed by his alternative sentencing program. He has successfully finished the required treatment phase of that program. He voluntarily continues in therapy and voluntarily continues in some group sessions for offenders. We have consulted his therapist who says that any increase in Steve1's participation in the community is extremely valuable to Steve1 and Steve1’s therapist believes that the risk is zero that Steve1 will reoffend by visiting in a home with minors, provided he has a chaperone and the parent(s) is fully informed about his offense. We therefore propose that the UFM conditions on the back of the legal chaperone agreement with one change be approved.

Diane Ste. Marie, Clerk, SIV February 12, 2006
Limit setting is not popular with our brand of Quakes, but we have to make the place predictable for folks. This means creating some safety, but not a guarantee of emotional safety. Without limits we have no control, if you know what I mean.

I would like to see some mention of the expectation that everyone has work to do. This may be healing, learning to listen, learning empathy, learning tolerance/appreciation for differing opinions.

When there is this much tension and difference, everyone has to work to move, no matter how badly she/he has been hurt or is upset. By virtue of being in a community, we all have work to do. And it is the SIV's job to help facilitate venues for that work. Could be educational workshops, healing meetings for worship, small group discussions, proposing limits on a perpetrator so the children are safe, listening to a survivor who comes to meeting and realizes we have an identified perpetrator among us, etc. The rest of us need to figure out what we need to do to help move things forward and get help if we can't do it by ourselves.

Now, mind you, change may be years in the making. I'm just talking about the work each of us has to do to keep us growing in the Spirit.
Get Steve1’s autobiography in library. Current copy is missing. Encourage Worship and Ministry, and Oversight members to read it.

From Oversight:

- SIV is the place where Meeting holds the tension between caring for the perpetrator and survivors and Meeting as a whole. This includes concern for safety of the kids and some way to institutionalize annual education with kids and parents and First Day School and keep track of safety measures for kids and that they are being followed. The SIV might consider developing a regular cycle of education for adults as well as kids.

- SIV should not try to have all the answers, but needs to be aware of resources. It should help Meeting define its limits and stay within them and understand that basic role of UFM is spiritual support.

General sense: "We need to have our hearts and minds broken open."

Possible next steps:

- Threshing session: a place for people to share concerns and strongly held feelings with situation:
  - Bring in John Calvi who works with traumatized people
  - What would/does healing process look like?
  - How do people support this process?
  - People possibly not from Meeting share their abuse stories
  - Hear stories from offenders
  - Identify support that would be of help to abused survivors when their memories are triggered
  - Work to include interpersonal acts of violence in Faith and Practice

Three main things SSAs want taken back to Meeting: (in meeting with Diane and two other people they invited)
1. That meeting feels the untidiness of the situation, that approving a plan for Steve1's participation does not solve- resolve the way to reconciliation.

2. Sense of sorrow, that anything done for support/validation of someone, invalidates/unsupports another.

3. They would like people in meeting to be able to say "I'm so sorry this terrible things happened to you," not to do anything, but sit with and hold the suffering of another, to not turn away, to not shut down, dismiss, change the subject, suggest "have you tried ...?" just be present with them, listening.

2004/03/14 SIV Meeting Notes
SIV has general responsibility to educate, support and challenge Meeting as a whole in area of interpersonal violence, as well as attend to concrete tasks as needed. It will:

- Support survivors of sexual and physical abuse who have identified themselves, with particular emphasis on spiritual healing.
- Be official contact between meeting and Steve1 and his therapist.
- Ensure that Meeting is educated about interpersonal violence, including issues of being a survivor, prevention, and other issues as seem relevant.

The sub-committee's specific functions include:

- Maintain contact with known sex offender
- Consider, advise and propose to Oversight any changes in agreement between Steve1 and Meeting'
- Maintain contact with survivors of sexual abuse
- Develop ideas for education of Meeting on these issues and raise the issues with appropriate committees and in Monthly Meeting for Business.

2004/11/05 SIV Meeting Notes
Propose name change to Sub-Committee for the Healing of Interpersonal Violence. Oversight turns it down. Feels that's really not what we're doing nor are we responsible for.

2004/08/24 SIV Meeting Notes
Balancing subcommittee attention to all the concerns:

Spectrum of interests SIV created to address range from factor of fear and protectiveness among parents of children in Meeting, to the Survivors of Sexual
Abuse and to the factor of aiding in rebuilding life and spiritual life of recovering
sexual offender in UFM.

2004/07/11 Dorsey Green Briefing at SIV Meeting
SIV's functions include:

- Maintain contact with Steve1 Smith
- Maintain contact with the Committee of Survivors of Sexual Abuse
- Develop ideas for education of Meeting on these issues and raise the issues with
  appropriate committee and in Monthly Meeting for Business

SIV structured to manage tension that has arisen between perpetrators, victims, and
children and their respective advocates in Meeting. (Dorsey Green, briefing at t= SIV
meeting.)
The initial meetings that formed SSA were from January through March of 2004. Dorsey Green facilitated a meeting of survivors, discussing issues and how UFM could be supportive. Kathy Knowlton led meeting with a group of survivors only. Dorsey led a third meeting, in which the survivors decided to meet on their own on the 2nd & 4th Sundays with Kathy Knowlton as their contact person. It met twice a month for the first six months and sporadically after that. The last meeting was in 2011, a single one-on-one at an attender's request. The two other folks who attended it steadily in the first months have both stopped coming to meeting because of discomfort. Diane Ste. Marie/Kathy Knowlton 2012
2005/11/04 Meeting with Kathy Knowlton, contact person for SSA, with SSA members

1. K signed up for a sexual sharing group two years ago and was asked to chair a group. She said she realized if she were to become more involved she'd have to come out, and she did at one of their meetings. Then Dorsey called K, who'd already been thinking on this and asked, "What are we to do? How do we establish connections with each other? How about a group for survivors?"

The Survivors of Sexual Abuse (SSA) group, (bi-monthly meetings began in October 2004), has ranged in size from 2 to 4 people. It was hard for people to show up, and sometimes someone would disappear for a while after having come to a meeting. K has always come to the SSA meetings after her name was placed in the Bulletin notice. (She'd like another person to take one Sunday / month.)

It was seen to be a forum, not therapy or self-help, a place for SSAs to try to articulate where they are, what might be appropriate for them in some way, a forum for spiritual exploration.

2. Together we worked on a new wording of the announcement:

Survivors of sexual abuse working to support each other spiritually may meet in the Quaker House living room after rise of 11:00 meeting on 2nd and 4th Sundays.

Note: This received SSA approval and was printed in the 12/18/05 Sunday Bulletin.

3. For SSAs it's a forum and helps us find a voice in Meeting. Internally SSA's feel helpless and hopeless. We've been shown in our lives that there's no advantage in saying anything. SSA's feel "I can't even hope that others will understand." There are non-SSA's in the UFM community who are just as unaware of the SSA's life experience as non-SSA's in the general population."

4. Keep the SSA Sunday meetings going, and keep the announcements about the SSA meeting in the Bulletin, because if a survivor begins to want to do something, the SSA meeting would be a good place to try it out. The Sunday Bulletin announcement after the announcement about Steve1, is placed well. It's not about safety around B, it's about internal safety. When it's there, the SSA new to UFM will have a chance to go investigate. The SSA's may end up supporting each other spiritually, may be the best ones to share with one another. She said "We can't be all things to all people spiritually, but if people put effort and eagerness into listening it could be so wonderful."

Frustration, what to do? Survivors are silent. How to hear from them? Some, not all, are triggered by B's presence in the Meeting house, even if not in the same room.
2004/12/19 Survivors of Sexual Abuse (SSA) Meeting Notes

Notes from meeting called by Survivors of Sexual Abuse (SSA) to which they had invited three people from UFM to listen. One of the invitees was a member of the Subcommittee on Interpersonal Violence.

Two members of the Sexual Survivors Group (SSG) had invited the three of us to hear their concerns.

- "Trigger" is word used to describe something that reminds an SSA of the abuse.
- It varies greatly from SS to SS, as does what makes an SSA comfortable/uncomfortable on a variety of levels. There was much talking by the SSA at the meeting, but little of a personal nature, i.e., what an individual trigger is. Clearly feeling unsafe was demonstrated by SSA present.
- Deep concern was expressed about future SSAs who might not come to meeting because of triggers of having Steve1 there.
- One spoke with compassion about the publicness of Steve1’s position as a sexual predator and the work he has and is doing to repair that. That said, being around him is extremely uncomfortable.
- It was clear that both, while they see the dilemma of Steve1's presence, because of their response, would prefer to have the decision changed and that Steve1 no longer be allowed to come to meeting.
- One spoke of 11:00 meeting being her home/community, and that while she could go on alternate Sundays to 9:30, the change would disrupt her experience of community and safety. Not only that, she was a long time member of UFM, and Steve1 is the newcomer. Why were Steve1's request and needs put ahead of the needs and request (that Steve1 not attend meeting) of a member of meeting? She also saw meeting’s contract with Steve1 as a social contract.

A question was asked about other ways of feeling safe, such as having a support friend to sit beside, to reach out for touch, hand holding when/if trigger stimulates fearful memories. It was suggested personal stories need to be told to some people, to take the education of meeting out of the abstract "bookish" mode, to give info about what someone may observe that would indicate a SSA is getting triggered so support/space could be given. For example, if a visitor sees one SSA leaving meeting she'll now know it probably relates to trigger and could offer support on the spot.

There was over two hours of deep worshipful, caring connection. No solution, but a concern like this with such deep soul and emotional/physical trauma, of course, will take time.
A suggestion for all to sit with this, to remember as one SSA person said, that this is where we are today. Tomorrow we may feel differently, and so another meeting would be useful. Everyone agreed to come together again in a month and continue the meeting for worship for discussion.
Articles in Gleamings

Note that Gleamings includes a summary of UFM Monthly Meeting for business and as such includes many of the monthly meeting reports about the ministry on sexual abuse. These Gleamings reports are not included in this section nor in this document but the source material can be found in the Business Meeting Minutes section.
2008/Summer Steve1 Smith Gathering
GATHERING WITH Steve1

Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it's important that more people get to know him. Join him for lunch on Sundays, July 20th and August 27th, at China First in the U-District, located on the Ave., across from the post office, around 12:30.

-Niki Albright, Sub-Committee on Interpersonal Violence
2008/05 Informational Flyer Announcement
UFM’S MINISTRY ON SEXUAL ABUSE

Late last year, the Subcommittee on Interpersonal Violence (SIV) developed, with input from Over-sight and the liaison to survivors of sexual abuse, a one page "Informational Flyer on University Friends Meeting's Ministry on Sexual Abuse." We hoped this would give information to people new to meeting as well as existing members and attenders. It also lists people to contact with questions or concerns. Although the flyer, printed on yellow paper, has been on the table between the office and the library for many months, we have learned that many people are not aware of this flyer. Therefore, we are following the suggestion to print it in Gleamings.

Diane Ste Marie, Clerk SIV

Informational Flyer

UFM'S Ministry on Sexual Abuse

Since 2002 our worshipping community has included an individual who is a convicted non-predatory sex offender. Realizing the suffering caused by sexual abuse, friends at UFM have responded to support our community. We are committed to the protection of children and other vulnerable people, the spiritual nurture of survivors, and ministry to this known offender.

Our community is working to provide a welcoming spiritual home for survivors of abuse as well as this offender. We are a safer place for both children and adults because of the awareness and education this ministry has produced.

The Safety of Children Protocols (i.e. guidelines to prevent harm and procedures for responding to harm) are in place. Education committee and Jr. Friends Committee are developing more comprehensive guidelines and procedures. We have had various speakers present information to adults on safety issues. The meeting is working to institutionalize on-going educational programs.

Ministry to Survivors of Sexual Abuse

We recognize that the voicelessness imposed by sexual abuse may complicate survivors' self-expression and that listening to understand can be healing in itself for both the speaker and the hearer. We have also learned that only after compassionate listening, is it respectful to explore ways we can be of benefit to those who are suffering. With this in mind, the Sub-Committee in Interpersonal Violence is developing a new program called "Among Friends," a compassionate listening project to achieve deeper sympathetic understanding of the spiritual suffering caused by sexual abuse. Survivors of sexual abuse working to support each other spiritually...
may meet in the Quaker House living room on 2nd and 4th Sundays following the rise of 11:00 meeting. To confirm the schedule, call Kathy Knowlton

Ministry to Known Offender

Since 2002, our worshipping community has included a person who is a convicted non-predatory sex offender. With much deliberation and worship we have approved conditions for his participation in meeting for worship and presence on campus. He may be worshipping with us at 9:30 on 2nd and 4th Sundays and at 11:00 on 1st and 3rd Sundays. He is within view of a chaperone at all times while on our grounds. When he is here at other times the office will be informed 24 hours in advance and signs will be posted on doors to the meeting house.

He has graduated from the treatment portion of the WA State Alternative Sentencing Program, continues therapy voluntarily and remains under the supervision of the Department of Corrections. Sub-Committee on Interpersonal Violence, 10/07

If you have any questions, concerns, we encourage you to contact the Clerk of Oversight or Worship and Ministry.

Ann Stever -

Tobin Marsh -
2008/02 Steve1 Smith Gathering
GATHERING WITH Steve1

Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it's important that more people get to know him. Join him for lunch on Sunday, February 17th, at China First in the U-District, located on the Ave., across from the post office, around 12:30.

-Niki Albright, Sub-Committee on Interpersonal Violence
Steve1 Smith Gathering

GATHERING WITH Steve1

Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it’s important that more people get to know him. Join him for lunch on Sunday, January 20th, at China First in the U-District, located on the Ave., across from the post office, around 12:30.

-Niki Albright, Sub-Committee on Interpersonal Violence
Among Friends Announcement
AMONG FRIENDS CALL FOR PARTICIPANTS

This project of UFM's Subcommittee on Interpersonal Violence is designed to help members of the UFM community achieve deeper understanding of the spiritual suffering caused by sexual abuse. To do this we wish to hear from people whose lives have been affected by it.

We are looking for people to participate either as listeners dedicated to developing their skills as spiritual listeners, as speakers to tell us about their experience of abuse and healing, or as advisors to the project. Our first meeting for listeners will be scheduled in December at a date to be decided. The first order of business will be to develop guidelines for the listening sessions. Over the course of one year, we intend to listen to as many members of our community as possible who are survivors, or who are suffering in other ways as a result of sexual abuse.

If you feel called to participate, please contact Bill Ames
Among Friends Announcement

AMONG FRIENDS: A COMPASSIONATE LISTENING PROJECT FOR THOSE AFFECTED BY SEXUAL ABUSE

This project is organized by the Sub-committee on Interpersonal Violence at University Friends Meeting. It is designed to help members of the UFM community achieve deeper sympathetic understanding of the spiritual suffering caused by sexual abuse. To do this we wish to hear from people whose lives have been affected by it.

We propose to learn more about listening and about the spiritual impact of sexual abuse by asking people to come talk to us about this topic and any way it has affected or now affects them. You do not need to identify yourself as a trauma survivor to use this compassionate listening project. You need only feel that there is something to talk about. We want to listen.

We know this is but a first step in a long road. Our first goal is to learn to listen compassionately to people telling difficult truths and, after listening, to explore ways we can be of benefit to those who are suffering. Over the course of one year, we intend to listen to as many members of our community as possible who are survivors, or who are suffering in other ways as a result of sexual abuse.

Informational meeting

SIV invites anyone from the UFM community to meet with us in the UFM Social Hall from 7:00 PM to 9:00 PM on Monday, September 24, for an informational meeting to introduce "AMONG FRIENDS. We are looking for interested people to help season our project plan and to find out who might wish to participate. For information, contact Bill Ames, (after Sept 5).
2007/06 Steve1 Smith Gathering
GATHERING WITH Steve1

Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it’s important that more people get to know him. Join him for lunch on Sunday, June 3rd at China First in the U-District, located on the Ave., across from the post office, around 12:30.

-Niki Albright, Sub-Committee on Interpersonal Violence
2007/04 Steve1 Smith Gathering
GATHERING WITH Steve1 Smith, APRIL 1st

Steve1 Gatherings: Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it's important that more people get to know him. UFM's Sub-Committee on Interpersonal Violence invites you to join him for lunch on Sunday, April 1 at China First in the U-District, located on the Ave across from the post office, around 12:30. On fifth Sunday, April 28, you are invited to join him for 11:00 worship in Quaker House. That afternoon at 3:00 will be the next gathering at Diane Ste. Marie’s house in southeast Seattle. Snacks are greatly appreciated. For directions/information call Diane. Diane Ste. Marie, Clerk Sub-Committee on Interpersonal Violence

-Diane Ste. Marie, clerk, Sub-committee on Interpersonal Violence
This workshop will introduce you to the core theory and practice of Compassionate Listening. You will practice basic exercises in listening from the heart and begin to develop skills that you can take into and use in your daily life. The workshop is being offered as the final stage in Bill Ames' preparation to be a certified trainer of Compassionate Listening. A certified TCLP trainer will be present to evaluate his work. Voluntary donations will be accepted for The Compassionate Listening Project. The workshop will be held at UFM from 10 am to 5 pm on March 10th. To reserve a place, please call Bill Ames at
2006/11 Get to Know Steve1 Smith Gathering
GATHERING WITH STEVE1 SMITH NOVEMBER 5TH

Steve1 is allowed on campus only for Meeting for Worship, and, because we make decisions about his participation, it's important that more people get to know him. You may join him for lunch at 12:30 on Sunday, November 5 at China First in the U-District, located on the Ave across from the post office. On Fifth Sunday, November 26, he will worship in Quaker House.

-Subcommittee on Interpersonal Violence
BEN LOMAND QUAKER CENTER, CALIFORNIA

Beyond self-acceptance and self-esteem is that sense of our goodness.

This is both our core and our bridge with the Divine. A clear sense of our own goodness has important implications for our own healing, helping others, and deeper seeking in our everyday spiritual life. In this workshop, we'll have John's stories to keep us laughing, a slow tender tone to rest our busy lives and weary bodies, and oodles of grace because it's the best way to do the work of seeking.

Please see http://www.quakercenter.org/Pages/ProgramPages/FlyerGoodness.html for further logistical and registration information.

-Dorsey Green
GOODNESS with JOHN CALVI

NOVEMBER 17 - 19, 2006

Beyond self-acceptance and self-esteem is that sense of our goodness.

This is both our core and our bridge with the Divine. A clear sense of our own goodness has important implications for our own healing, helping others, and deeper seeking in our everyday spiritual life. We'll have John's stories to keep us laughing, a slow tender tone to rest our busy lives and weary bodies, and oodles of grace because it's the best way to do the work of seeking.

The Goodness workshop is a slow quiet time where any sharing is by choice and the depth is chosen individually. Those who are journaling about their own lives will find more paths inward. Those wanting to enjoy calm and quiet will have plenty to take in. Those doing deep seeking to understand their past can choose that path.

Mapping the cross-roads of our spiritual autobiography, considering the rules of life we try to keep, listing the names of our beloveds and watching for where trust lives in relationship, we'll review our lives engaging trust, hope, and wonder. We'll also learn a simple beginning energy work form for deep relaxation to calm body and thinking.

JOHN CALVI is a massage therapist specializing in trauma. He's also a Quaker healer with a gift for releasing physical and emotional pain following trauma. John returns to Ben Lomand Quaker Center where he led the 1993 Year End Retreat and taught Healing Life Wounds in 1994, 1996, and 1999. John has 24 years of experience working with survivors of sexual abuse, tortured refugees, and people with AIDS.

Cost for the weekend: Sliding scale from $120 - $200 ($170 standard rate.) Fees include program, lodging and food.

We want you to join us. Please do not let cost be an obstacle. Quaker Center's policy is to refuse no one access to our programs because of lack of funds. Additional scholarships are available; please ask if in need.

For Friends traveling from a distance, inexpensive housing may be arranged the night before or after the program. We will gladly assist participants needing to carpool or arriving by public transportation as best we can.
Please see http://www.quakercenter.org/Pages/ProgramPages/FlyerGoodness.html for further logistical and registration information.

-Dorsey Green
We invited John Calvi as another step in our process of learning more about trauma and healing, as we deal with the challenge and tension of how to include a convicted sexual offender in our community while we support survivors of sexual abuse and inter-personal violence. We kept him very busy, meeting with individuals, small groups and presenting an all-day workshop Saturday on "Light as Cloak and Food: Quaker Disciplines for Deep Healing" as well as the Sun-day Adult Discussion Hour and re-flections Sunday afternoon. Overall, between 60 and 70 people had contact with him. Here are a few tidbits. Come to the May Business Meeting for more!

"The work is huge and almost impossible. You are doing everything right. You are holding oppositions - that tension. You have brought a good deal of Light to bear and have moved at a good pace. There is a lot of tenderness and a lot of hurt. There is no right answer!"

"I notice lots of people know one another; that is a sign of good village life. I notice a clear sense of humor in the community."

"Have unobstructed love. Open your heart and feel your love deeply for someone. Compassion isa muscle which needs to be practiced to develop."

Meeting for Worship is absolutely critical. Tend to it! Be tender and open. Hear the "hum" of the Uni-verse. It is a place where tenderness and pain can be held. Older Friends are "power generators". Sit by one in worship and feel it! Have patience and be tender.

Prioritize worship and good works. Be sure that the passion that arises is "Spiritually aligned."

"Pain is sacred learning." We all have pain and we all can inflict pain. Have mercy on ourselves and others.

The cycle of healing includes look-ing at a problem, doing work and resting. This cycle needs to be re-peated, perhaps many times. Some- times we do not value the resting part.

The pain of trespass shows up differently depending on these factors: did the trauma happen once or repeatedly? Did it happen in secret (and is it still a secret)? What was the developmental stage of the person when it happened (how much personal power had they developed)?

Talking with survivors: start with 'I'm so sorry this pain is in front of you again" - acknowledge the pain respectfully. Ask how they under-stand their situation and keep the dialogue open. Avoid either:or ab-so-lutes.
Stages of community include: connection, trust, obstacles (hurts, trouble, conflicts), return (forgiveness, acceptance, ways to move back together as well as forward). Which of these do you do best? Why? Which do you know least? What gets in your way of learning about it?

- Ann Stever
On February 12, 2006, the UFM Business Meeting approved the UFM portion of the chaperone agreement for the known, non-predatory sexual offender in our community. Here is the background Oversight and the Subcommittee on Interpersonal Violence (SIV) presented, as well as the agreement. In May 2002, Oversight first brought to Meeting attention that we had sexual offender in our community. Meeting agreed that our priorities were first, safety of our children, second, care for adult survivors of abuse and third, support for B. on his spiritual journey. We have worked very hard ever since to hold these three groups in our care. In June 2002, we could not reach unity to allow B. on UFM property, even with a chaperone. In October 2003 Meeting approved the present arrangement (chaperones, worship on 1st and 3rd Sundays at 11 AM and 2nd and 4th at 9:30). In April 2005, Oversight brought a proposal to expand the times when B. can come to UFM. In May, after hearing from survivors, we agreed to layover that proposal to deepen our understanding of what changes might mean to survivors and how we might listen to and support them at the same time we work on including B. in our community. This is a very brief summary, and there has been much other work, done by different committees, SIV, Oversight and the Meeting at large, e.g. work by the Education Committee with children, parents and teachers, Megan Crouse workshop, worship sharing groups on sexual abuse, books in the library, business meeting discussion of queries about sexual abuse and ways to support survivors, articles in Gleamings, establishment of SIV and a regular opportunity for survivors' to meet together.

As we continue our work, we are learning that survivors of trauma are indifferent places in the healing process, in what triggers the unwanted, unexpected intrusion of the trauma experience into the present moment. This intrusion of trauma greatly disrupts the survivor's present life experience, sometimes for extended periods of time. This is why we have the present system of restricting times B. can be on campus. While all survivors have the opportunity for full participation in UFM, some restrict themselves because of being triggered by the presence of a known offender. It can appear that increasing B's opportunities to participate in Meeting reduces them for some survivors. This makes for a difficult dilemma and we must face the challenge of holding it deeply as we make decisions. We hope the time with John Calvi will increase our understanding (see article on John Calvi visit, April 13 - 16, 2006).

It may seem that there is a lot of time and emphasis spent on one person. It is important to remember that B. is a member of our community. Because of the restrictions we have placed on his participation, we have reduced our opportunities to interact with and get to know him. And yet, we are called upon to make decisions about him. We believe it is important to put effort into getting to know him. For this reason SIV has started scheduling once a month off campus lunches with him. Diane Ste Marie has started a social gathering with him about every six weeks at some-one's home. If you
are interested in attending, please call Diane Ste Marie, and she will put you on the list to be notified.

One of the conditions under which B. can be on UFM property is that he must have a chaperone. We use the agreement developed by the treatment program in which B. participated. It is an agreement that B. makes with his chaperones and clarifies behaviors he will follow. One side is legal and we cannot change it. The other side has conditions set by UFM. As we have been setting our records in order, we found that UFM never minuted approval of our conditions, though they have been in use since early 2002! Therefore, the following was proposed and approved.

Conditions for participation in the University Friends Meeting Community

a. I will come onto University Friends property only at times when meeting has authorized my attendance and under the conditions the Meeting has set. At all University Friends Meeting events, I will have a chaperone.

b. I will stay within sight of my chaperone at all times, arranging smoke breaks and trips to the rest-room under the chaperone’s supervision.

c. I will not go into the downstairs area. I will use the upstairs restroom only.

d. I will not visit or go to the home of any member or attender of University Friends where children (under 18) are present, unless accompanied by a chaperone and with the parents’ knowledge of my sexual offense.

e. I understand the chaperone will report any failure to keep my contract to Oversight Committee and I accept these conditions on my participation in the University Friends community.

Point (a) is written so we can change times and conditions under which B. can come on campus without changing the chaperone agreement. Currently, he can attend worship with a chaperone 1st and 3rd Sundays at 11 AM, 2nd and 4th Sundays at 9:30. He and the chaperone may be in the worship room 15 minutes before and 15 minutes after worship. He may attend other events with permission from Business Meeting. He may use Quaker House for meetings with his contact person on SIV and for worship on 5th Sundays. He may attend events (e.g. spiritual sharing group) off campus, provided the facilitator agrees and has checked with members of the group. He has permission to attend any Freedom Project events whenever they rent room in the Meetinghouse. SIV is currently working on a proposal to expand these opportunities which will be brought, in good time, to Oversight and the Meeting. Questions may be addressed to Diane Ste Marie, Clerk of SIV or Ann Stever, Clerk of Oversight.

Written by Ann Stever
A workshop entitled "Light as Cloak and Food: Quaker Disciplines for Deep Healing" will be offered by John Calvi on Saturday, April 15, 9 AM - 4 PM, at UFM. John writes: "This time will be to clear and clean the body of tension, the mind of noise, the emotions of old hurt and to understand the next step in healing."

John Calvi has been working with people surviving traumatic experience since 1982. A certified massage therapist, John first worked with women survivors of sexual abuse and then in the AIDS epidemic. Later, he worked with inmates, tortured refugees, ritual abuse survivors, addicts and hospice. He is a "Released Friend" from Putney Meeting in Vermont. John's spiritual gift as a Quaker healer is the release of physical and emotional pain following trauma. Making 24 trips each year to teach, John has taught in four countries, five prisons and seven yearly meetings. Among other topics, he teaches about: the experience of trauma and the nature of healing from it; the dance between hope and fear in healing life's wounds; spiritual disciplines for the tasks of healing; the uses of reverence and humor amidst great pain. For more information, see his website - www.johncalvi.com.

We hope this time with John will: 1) provide the opportunity and stimulus for Quaker individuals and the UFM community to develop openings and skills related to spiritual healing; and 2) help us open our hearts, minds and spirits as we participate in the ongoing discernment processes of University Friends Meeting. More specifically, we hope his visit will: 1) contribute to personal healing for individuals living with left-over pain from loss, trauma and wounds from interpersonal relationships; 2) increase our individual and corporate listening skills and the ability to hold our own pain and the pain of others without trying to "fix" it; 3) increase our ease and proficiency in setting boundaries, personally and corporately, including the ability to say "no" when needed; 4) lead to exploring ways to support and encourage survivors' healing and moving forward in their ability to participate in Meeting even when known perpetrators are present; 5) help gain a deeper understanding of our work on concerns which can appear mutually exclusive, such as the continued inclusion, care and support for both survivors and Steve1 in the UFM community.

It will be easiest if you use the registration form (in the hall in the Meetinghouse). However, you can also register by providing your name, address, phone, email, to Barbara Helynn Heard. If you need childcare include the name(s) and age(s) of the child(ren). Childcare during the workshop will be provided ONLY if you preregister by April 1. You may also contact Barbara about signing up for an individual session with John and or get more information about the other events listed below. Bring a brown bag lunch. Some extra food will be available if you forget! Tea, coffee, juice and fruit will be available.
2006/02 John Calvi Visit Planning April 13-16

Your planning committee (Bill Ames, Dorsey Green, Barbara Heard, Diane Ste Marie and Ann Stever) has begun work. Here is a preliminary outline of events.

Thursday and Friday (April 13 and 14): opportunities for individuals to meet with John for 20 minute appointments. John says these times "mayor may not include touch work and mayor may not include talking, but will focus on individual healing." Details later.

Thursday evening: a group meeting with John with survivors of personal violence. If you have experienced personal violence, whatever your stage of healing, save the date! Details later.

Friday morning will include a meeting with John for those in the healing professions, followed by a shared lunch. Details later.

Friday evening: meeting with John with members of Worship & Ministry, Oversight, Subcommittee on Interpersonal Violence and the Planning Committee. IF YOU ARE ON ONE OF THESE COMMITTEES, SAVE THE DATE.

Saturday, 9 - 4 Workshop. "Light as a Cloak and Food, Quaker Disciplines for Deep Healing. Description: This time will be to clear and dean the body of tension, the mind of noise, the emotions of old hurt, and to understand next steps in healing". Cost will be $35, but no one will be turned away if they not pay. Lunch plans and registration forms are being developed!

Sunday, 9:30 - 10:30 - John will lead the Adult Study Hour; Title" Washing Old Pain in the Light - How we clear old hurt."

Sunday afternoon after lunch (time and details later), an open meeting with John Calvi in a spirit of worship: hearing from John about where he finds us on our journey; sharing responses to the experiences with John' searching together about "hat this time has meant for the UFM community and what next steps we might be called to take.

Please note that the Business meeting has been moved to Sun-day, April 9th, to allow for meet-ing with John on the 16th•

- Ann Stever
2005/09 and 10 Abuse Prevention Education October 2nd
The UFM Education Committee plans a session on sexual abuse prevention education for parents, teachers and caregivers of our preschool and school age children. We have arranged to meet on October 2 from 11:00 am until noon, in the AFSC offices, downstairs on the south end of the building. Childcare will be available as usual.

We are delighted that Marja Brandon will work with us. Marja is head of Seattle Girls School, a gifted educator, a Friend, and experienced in helping people of all ages think clearly about sexual abuse prevention. Those who have attended her presentations know that she is practical, wise, and witty.

Through this event, we hope to help parents and teachers comfortably and creatively incorporate sexual abuse prevention education as we work with our children day to day. As Kathy Knowlton has commented: “I think of good sex education for kids the I teach as actually not at all about sexuality, but rather about physical safety, empowerment and how to get help.”

Contact Rosy Betz-Zall with questions.

Written by Rosy Betz-Zall
2005/06 Meeting Challenged

In April, Oversight brought Business Meeting a recommendation to increase Steve1 Smith's participation in Meeting. We asked that the recommendation be seasoned for a month. We reported at that time, that we had reached out to survivors of sexual abuse and had had some feedback.

We have learned that we must "low time for real seasoning, especially when the topic is difficult. Between the April and May Business meetings, we had more feed-back from survivors, including Kathy Knowlton's article in the May Issue of Gleamings. Oversight expresses its deep appreciation to Kathy. We found the article deeply moving and helpful in expanding our understanding. We have also heard from others and are grateful to them, too. We are hearing, as Kathy wrote, that there are limits to our ability to be inclusive. Meeting accepted Oversight's recommendation that we layover proposal. We need to take more time to understand about post-traumatic stress (PTS) and sexual abuse. As one person said: "we as a Meeting must come to the point where we are heart-and-mind educated enough that we feel it is unthinkable to displace either survivors with PTS or Steve1, a perpetrator. Only then, with our minds and he art broken open, will we be able to hear God's voice." We are talking about an enormously challenging spiritual exercise for our Meeting.

Oversight and the Subcommittee on Interpersonal Violence will be working on educating ourselves at a deeper level. It is not likely to be a fast process. There will be more articles in Gleamings. Please read them. Speak and listen deeply and tenderly to one another. This is not an easy topic, one which most of us would prefer to avoid. But we believe we are called to a deeper level of understanding. Oversight IS requesting a place in the library where there will be books and materials available. We will be con-sidering other ways the community can learn and talk about these is-sues. We ask all of us to take into our hearts the question of where we are led, as a worshipping community, trying to learn what it means to be inclusive and to be faithful to whatever calling that we discern together. -

Ann Stever, Clerk Oversight Com-mittee
2005/06 Resources on Sexual Abuse in UFM Library

There is a large white 3-ringed notebook on information and re-sources related to sexual abuse. This is on the top of the low book-case that contains the children's books. Also, the following two books are on the top shelf on the south (left as you enter) side of the library, furthest section on the left in a Peace and Social Justice see- tion (currently not marked). Sexual Violence: The Unmentionable Sin by Marie Fortune Forgiveness & Abuse: Jewish and Christian Reflections edited by Marie Fortune.

Marie Fortune founded, in 1977, the Center for the Prevention of Sexual and Domestic Violence. This is now the FaithTrust Institute which provides communities and advocates with the tools and knowledge they need to address the religious and cultural issues related to abuse.

- Ann Stever
2005/05 Notes from the Sexual Abuse Survivors Meeting
GLEAMINGS

What are the impacts for adult survivors of sexual abuse when a Meeting considers having a convicted sex offender in the worshipping community? That question has been tackled over the past year by survivors themselves meeting in the living room of Quaker House. These paragraphs are a kind of very unofficial report from those meetings.

First, it was hard to get together. Everyone resented having their status/identity as survivors of abuse suddenly important in Meeting, where we had just been able to be individuals up to that time. Now we were faced with trying to handle questions that might cause us autonomic "hurricanes," internal storms of feeling that happen automatically for those who are post-traumatic, automatically and faster than thinking brains can function. We didn't know what impact it would have on how others in Meeting saw us, if/when they realized we were attending the sur-vivors' group. We weren't even sure why we were meeting: not for therapy, which we'd all done appropriately elsewhere; certainly in the hope of having some kind of impact on the process the Meeting was undergoing, but what impact and how?

It grew clear early that many sur-vivors did not feel safe voicing their concerns and sharing their experiences in Meeting for Business. We expected to be pathologized or patronized or faulted as lacking generosity. For example, what if someone stood up and reported, "If you let the offender come here, I'll have to stay away." Might you not think something like: 'I hope she finds a good therapist'; or 'I hope she learns to forgive'; or 'why is this presented as a choice of you or him?' You might even think something distinctly more negative, such as: 'whatever happened to Christian charity'; or 'I wonder if I'm being manipulated here' .

These are all thoughts we may even have had about ourselves, but we have done our work in therapy and we know we are not close-minded or hard of heart to have limits like the one in the example. We know that being as whole and healthy and loving as possible in this world may involve accepting that we do have such limits.

Perhaps now is a good time to give more detail about this "we", the survivors of sexual abuse. We are in our thirties, forties, fifties and sixties recent, decades-long and birthright Friends. We vary widely in what might trigger trouble for us: "If I read that paragraph in the Bulletin, I'm finished." "I hate coming here to talk about this. I just want it to all go away." "There are other people in Meeting who creep me out much worse, so I don't care if they let him worship, but it really gets to me that they don't understand what it does to people."

We have tried to have compassion for ourselves and each other. Compassion: the ability to be with another, wherever they are, without trying to change or influence their
experience. That can be hard to exercise with survivors of sexual abuse. Much of what we have to express we want to change, so we may communicate in a way that expresses that tension, for example by apologizing or minimizing or ex­pecting a fight. And when someone says, "Yes, but .... " in response, we may not feel heard and may simply stop trying.

Not being heard and helplessness go together for many survivors of abuse. Part of the original violation was a negation of the ability to communicate, either to say no or to tell effectively. And compassion may have been hard to come by, even from oneself. It's hard to be with anguish, turmoil, anger, terror and helplessness.

As we tried to have compassion in our meetings of survivors, that meant tolerating that we did not have a unified message or point of view to share with others.. For in­stance, one person thought pro­gress occurred in the small groups convened to discuss sexual abuse. Others felt retraumatized by those discussions:

This is actually a huge point. I have heard people in Meeting sug­gest action solutions, e.g. "If a sur­vivor is having trouble in meeting, you could sit with them and hold their hand." This kindly offer skips the most basic step of compassion, finding out what the person wants. One person may need to be touched, another may need not to be. One may want company, an­other protection from social stimu­lation. What you really know is that you want to be of help and you see the person is in distress. Any­thing more is presumptuous. But ; that is enough to know, after all. It lets you ask if and how you might help and listen to the answer. And listening is the basic act 'of compassion.

The solution-oriented response to survivors has a lot fueling it. If you've ever had a crippling injury, say a hurt back, you may have experienced something like it. Person' after person comes up to you with ! great concern and tells you how their aunt/ cousin/brother solved the same prob­lem with acupunc­ture/ massage / exercise. After a while you long for someone who will come up and say directly, "Oh, my. It's so distressing to see you in trouble this way. I just want to know it's going to be all right. I hate thinking you might have to live with some consequence of this forever." And that would let you answer directly, "Thank you. I ap­preciate your concern very much. Believe me, I will do everything humanly possible to minimize the effects from this." Even when sur­vivors look very unemotional and 'together', people have an intuitive sense that this may have been quite a train wreck, and we shy away from that toward resolution.

Despite the real differences among survivors, we agreed on a couple of points. Having a con­victed sex offende­r in Meeting is hurtful for some survivors and will keep some survivors away. By choosing to take. in one person, Meeting was choosing to exclude others. These others, particularly in the future, would most likely disappear silently, perhaps never making themselves known. And that could make it easy for Meeting to
feel good and generous and in-clusive and not to feel what had been done to "the least of these."

It's nobody's fault that attention to offenders will hurt some survi-vors. It's just a fact of life that some people will need to protect themselves by withdrawing. Not because they are not forgiving or kind. They may wish the offender well wholeheartedly. They may need to withdraw because of the way the brain works, because vis-ceral triggers are faster than thought, and because the all-or-nothing adrenal reaction can swamp any other internal activity. Does that mean those folks are more "damaged" than others? Maybe I have stopped trying to predict how much healing can go on, just as I have stopped thinking that someone could be healed to the point of never having another internal "hurricane."

We still do not have a unified message or request to make of Meeting. What has become more dear over the months, however, is that we need to work in individu-ally fitting ways to make our voices heard. One person may need to cultivate understanding with a few specific others. Another may need to write a piece for Gleamings.

Meeting is so dear to me. Years ago I heard someone from 9:30 worship tell that year's writer of the state of the meeting report that we had a "tender, healing silence." I agreed. In the silence I was to find my own integrity, and that integrity was valued above the message of some authority figure. When you have been abused, your integrity violated, by a trusted authority fig-ure in childhood, this format may provide something unique. Another member of this beloved community once remarked to me that worship had held "several deep pools of silence" that day. And I thought, 'He leadeth me beside the still waters. He restoreth my soul.'

My personal request of Meeting is not a specific outcome to any given question. It is for something that I think is already happening pretty well - (continued page 3) - letting this whole topic be as heavy and complicated as it is. These paragraphs are my at-tempt to contribute to that.

Anything we decide is right will also be costly. If we reach unity on this matter, I believe that to be realistic it will need co feel sorrowful, not something we usually associate with unity. My prejudice about any question of inclusion is that the right answer is yes. But, of course, there are always limits. A contentious friend of mine said early on, "How can you even call yourself a church, if (continued page 4) you don't take him in?"

My only answer was the ques-tion: for whom are we not a church, if we do?

-Kathy Knowlton
2005/04 and 05 Abuse Prevention Education May 22nd
Education Committee on May 22 from 11:00 AM until noon will offer parents, teachers and care providers of our children an opportunity to work with Marja Brandon on sexual abuse prevention education. Marja Brandon is a gifted and experienced educator, head of Seattle Girls School and a UFM member. The children will meet in their accustomed groups with alternate teachers on that day, Call Asia Bennett or Carole Isakson with any questions. Handouts with additional information are available from preschool and school-age teachers.

-Asia Bennett
**2005/02 Meeting History and Queries Regarding Survivors**

Ann Stever, Clerk of Oversight, re-minds Friends to continue to consider the following past actions within UFM regarding sexual abuse and survivors, consider some queries, and share your thoughts with one an-other.

Prior to 2002: Police checks were done on all regular childcare providers.

May, 2002: Abby Smith and Dorsey Green (both mental health professionals) offered to talk in confidence with anyone who might have issues around sexual abuse and the presence of a known abuser in the Meeting community. This was regularly publicized in the Sunday announcements.

September, 2002: Meeting minuted that there should be two adults present with each age group during First Day School.

December, 2002: The clerk reported that Eileen Long of W &M has put a large packet of resources about sexual abuse in the UFM library. Meet-ing approved setting up an Ad Hoc Committee to organize educational activities about sexual abuse. The committee consisted of Dorsey Green, Eileen Long, Merlin Rainwater and Abby Smith.

Sometime in 2002 or 2003: Marja Brandon spoke with children in the First Day School about sexual abuse and safety.

March 23, 2003: A workshop was held for the Meeting on sexual abuse, led by Megan Crouse of the Harborview Sexual Assault and Traumatic Stress Center.

May, 2003: Meeting approved the recommendations of the Ad Hoc Committee: 1) ask W &M to plan small group discussions; 2) bring back Megan Crouse to offer a pro-gram she has developed for 12 - 21 year old girls; 3) ask Adult Religious Education Committee to consider a study hour on related issues; 4) ask Oversight Committee examine other ways to support survivors; and 5) ask that the ad hoc committee be lard down.

Fall and Winter, 2003: W&M ran worshipsharing groups on the issue of sexual abuse. Each group met 4 times with queries developed by W&M.

January - March, 2004: Dorsey Green facilitated a meeting of survivors, discussing issues and how UFM could be supportive in January. Kathy Knowlton led a group of survivors only. Dorsey led a third meeting in which the survivors decided to meet on their own on the 2nd & 4th Sundays. Kathy Knowlton is the contact person.

April, 2004: Meeting approved setting up a three person Subcommittee on Interpersonal Violence. The sub-committee will have one representa-tive from Oversight, one from W&M and one at large. Among other re sponsibilities, the Subcommittee is responsible
for on-going education of the Meeting on the broad topic of interpersonal violence and for contact with the survivors group.

Fall, 2004: The Subcommittee on Interpersonal Violence, Jeanne Bour get (at large), Jonathan Betz-Zall (Oversight) and Polly Knox (W &M) began to meet, but Jeanne had to re-sign for health reasons. Diane Ste Marie was appointed in November, 2004.

The Oversight Committee heard a report from its representative to the Subcommittee at its December 1, 2004 meeting and asked the December 12 Business Meeting to consider the following queries. We hope these queries will also provide food for thought and conversation well after the meeting.

- Why is the topic of sexual abuse so uncomfortable and difficult to discuss?
- What is the difference between someone choosing to remain silent and feeling silenced?
- How can Meeting provide an atmosphere in which survivors can speak out?
- What does it mean to truly hear what survivors are telling us?
- What does it mean to BE heard?
- How can we make UFM more sensitive, welcoming and supportive of survivors?
- How can we be effective allies?
- What might we do in addition to the above list?

-Ann Stever
**2004/01 Announcement of Survivors of Sexual Abuse Meetings**

There will be a gathering for survivors of sexual abuse in the Worship Room, February 29 at 12:30 p.m. Contact Kathy Knowlton with any questions.

Also, Oversight Committee invites survivors of sexual abuse to a second brainstorming meeting on March 28 in the Quaker House living room beginning at 12:30 p.m. We expect to go for about 1 1/2 hours.

We plan to continue our conversation about ways the Meeting can support survivors in our community. Contact Dorsey Green (after February 22) with any questions.

-Dorsey Green
Articles in External Magazines
The Fraught Process of Healing in Community: The Lingering Wounds of Child Sexual Abuse

By Cynthia L. Adcock

This is the story of an ongoing journey of one Pacific Northwest faith community, the child sex abuser who wanted to worship there, and the survivors of child sex abuse who were already members of the community.

It's a story of people trying to find their voices, trying to listen to each other, and learning that maybe there's no simple 'good' solution for now.

The painful struggle, and the learning, might never have happened if the faith community weren't Quaker. Why?

The Religious Society of Friends (Quakers) makes all its decisions by 'Sense of the Meeting,' the most familiar version of which is 'consensus.'

All members are equal, and just one person who strongly opposes a decision can block the Meeting's going forward for a while. Eventually, after the group has thought and worshipped about the person's disagreement, the Business Meeting can decide that the Sense of the Meeting is to move ahead even when someone disagrees.

Complex emotional struggles can take years to sort out and almost literally blow Quaker meetings to shreds. Or, transformative social change can happen.

Let's call the child sex abuser Steve¹. Back in 2001, he'd been living with a woman and had molested her three daughters. Steve¹ was arrested and convicted, and is classified by the state as a “level 1 offender.” That means he's not considered predatory, just ‘opportunistic,’ and has only a 5-15% likelihood of re-offending.

Steve¹ had been involved with Quakers as a teenager, and again later when he was in the Navy but became a conscientious objector to war.

Steve¹ had been convicted but not yet sentenced, and he hadn't told anybody in the meeting, when he began attending worship in the fall of 2002. His sentence would eventually include jail time, a stiff treatment regimen, and 8-10 hours of spiritual work each month. Steve¹ also had to tell people about his crime, and he was not allowed to be within 10 feet of a child more than 10 seconds—just enough time to move away.

When Steve¹ finally told the meeting, the issue was referred to the "Oversight Committee," which offers support and guidance for meeting members. Dorsey Green, a
counseling psychologist, was the committee clerk (chairperson). She and Kathy Knowlton, also a psychotherapist, talked with PATHWAYS about how the crisis developed.

Kathy recalls that "there were a lot of voices saying that 'if there's that of God in everyone [a basic Quaker belief], we have to allow him to worship." Oversight Committee explored ways to make that possible but also safe for other people.

"We thought we had enough safe-guards," Dorsey remembers. "Steve1 must never be on the meeting campus except for chaperoned participation in worship. We are listed officially on his treatment plan. I signed forms. We let Steve1 continue attending meetings at that point, though some in the meeting felt betrayed by that decision."

At the May and June, 2003, business meetings, the depth of conflicting feelings emerged.

Survivors of child sexual abuse began to speak up, with some saying they were not comfortable with Steve1 attending meeting for worship. Survivors who were not yet "out" - self-identified in the Meeting - were somewhat more likely to oppose Steve1’s attendance. Some thought he should be able to attend, but that they'd have to withdraw.

"But the minority voices," Kathy Knowlton says, "could sound so emotional as to be suspect."

One of the survivors - let’s call her Constance - explains why.

“Communication is a huge issue for survivors. What you are going to do is relive the pain, confusion and disorientation, most often due to being told NOT to tell, and if you did tell, being told you were bonkers.

"As a society, we've accepted that many Vietnam vets experience post-traumatic stress disorder-PTSD. It's a re-living of the original trauma. It can be triggered by events (like firecrackers going off) or can erupt spontaneously.

"What we haven't really faced is that the survivors of any severe trauma, including sexual abuse, may also suffer PTSD.

"If we take that into account, it's a tremendous tool for understanding. When you speak up on this topic, it's going to trigger-we know-we were scared out of our wits, and the old pain comes up. You do something that-so either people don't speak up or-

For survivors, rational; coherent, gracious communication isn't easy or-likely on this topic.
"PTSD can erupt and you sound like a blubbering idiot. Not fun," Constance wryly comments. "After all most of us were warned by our abusers NEVER to tell. Terror about speaking is part of the original trauma, ready to be triggered at any time.

"Plus, many prefer not to 'go public' with their history. One-on-one communica-tion, as with a therapist, is difficult enough."

When you tell other people, she finds, often they can't handle the pain. Their eyes drift, their hearts close off, and the survivor is abandoned all over again.

"Empathy," she muses, "is the most helpful thing."

According to Kathy Knowlton, "one of the truisms in psychology is that victims look worse than persecutors... They sound very troubled, even to kindly ears.... They are too easily minimized --- and survivors of child sex abuse are already a very skittish group."

By June, Dorsey says, the meeting had to deal with the very visible impact of Steve1's presence on survivors. Oversight Committee had already designated two of its members as contacts for confidential communication with survivors.

To educate itself, the Meeting sponsored a half-day workshop attended by 40 people. Every time the meeting dis-cussed or mentioned Steve1's participation, there was also outreach to survivors.

"My learning curve was almost vertical." Dorsey realized.

"I was Steve1's main liaison to the meeting, and I can see God in him," Dorsey says. "I was also one of the contact people for survivors and developed this dual compassion. I was absolutely certain that Steve1 would not re-offend while we were with him on campus, and that our children are safe, but the tension is always present in meeting."

That tension can be excruciating.

Physical safety is not the key issue for survivors. When firecrackers go off the Vietnam vet knows they will not him, but PTSD erupts anyway.

“Meeting for worship is created to foster inner calm and deep centering,” Constance testifies. “But for me as a survivor, if you add in a perpetrator-it's not anyone's fault, but it loses that precious quality. So it's no longer a place to go for support in worship. That's a big loss.

In Friends' silent worship, participants ‘center down’ into meditation, into the presence of spirit. In a 'gathered meeting,' we are equals joined together into a sacred fabric of love and light. To participate fully, one must let go of fear and anger, allowing the holy to emerge.
The gathering together of minds and hearts in a mystical unity is powerful and very precious to Quakers. It's key to developing a 'sense of the meeting' that goes even deeper than consensus (which can mimic majority rule if minority voices are silent.)

"One of the qualities of Quaker worship," according to Kathy Knowlton, "is that it is minimally intrusive. Nobody says, 'I'm the authority and here's what you must do.' This attracts people who have been traumatized, and because of this we have an extra responsibility here.

"People in the meeting tried conscientiously to reach out to survivors of child sexual abuse," she says, "but there is great difficulty getting survivors to 'pipe up.'

"It's partly about survivors' internal barriers to finding an effective voice. Survivors are very good at being anonymous and invisible - they're the 'nice people.'"

When the Meeting began to discuss disparate wants and needs of members, a number of women and men self-identified as survivors. Over the following months, more women came out as survivors in the half-day workshop and in small discussion groups sponsored by the Meeting. A few contacted the Oversight Committee members who were listed as resources.

Eventually, survivors started meeting together on their own, with an agenda that included identifying and communicating their spiritual needs to the meeting as a whole. The survivors' support group has only met a few times thus far, but "we're trying to come forward and find a voice," Constance says.

Kathy Knowlton identifies one spiritual need as "to feel a sense of good-ness, and a sense that someone will stand up for goodness .... This can be terribly complicated for survivors of abuse by someone they trusted (and were supposed to trust). If you think it's a simple issue you are vulnerable to seduction by evil," Knowlton warns.

"It's easy for bystanders to be 'seduced' into the kindness of accepting the abuser into their midst," she observes.

Constance adds that "for the perpetrator, the issue is more public .... Perpetrators have guilt, and have to try to get back into society. Sympathy can go to them because people don't know there's any ongoing suffering for survivors- and you're-set about to let them know because you know they won't understand."

But she remains devoted to the Quaker process of going beyond majority rule and seeking a deep 'sense of the meeting' that draws on the spirits-the voices-of all.

"Now it's up to survivors to find their voice, no matter how painful it is. And it's, up to others to learn to listen to the survivors. - no matter how painful that is. Then, opening our hearts and minds into the Light, we can all go forward together and find our way."
PATHWAYS will follow up on this story and share what learning emerges from the process.

For the present, Steve1 is invited to attend the 2nd & 4th Sunday 9:30 am services, and the 1st and 3rd Sunday 11 am services. He is asked not to come on 5th Sundays, when children are encouraged to come for the full hour of worship. -,
Background Materials
Quaker Underpinnings
While the Sub-Committee on Interpersonal Violence (SIV) did not identify specific Quaker testimonies/practices for doing this work, we found the Circles of Support and Accountability Guiding Principles and Healing and Rebuilding Our Communities (HROC) Philosophy spoke to the guiding principles that informed our work. Reflections on a Plural Ministry is Bill Ames’ overview of the work of UFM’s plural ministry that was printed in Western Friends Journal June 2011.
Quaker Spiritual Base

Circles of Support and Accountability Guiding Principles
Trespass and Trust, Daphne Glazer, Britain Yearly Meeting, p. 43.

- We believe in a loving and reconciling God who calls us to be agents of healing work in the world.
- We recognize the humanity of both the victim and the offender.
- We acknowledge the ongoing pain and the need for healing victims of sexual abuse.
- We affirm that only love has the potential to heal the wounds of the victim, the offender and the community. This love is lived out in the context of meaningful and accountable relationships where support and care takes a human face.
- We welcome the offender into the community and accountability. Where this does not exist for them, we seek to 'recreate community' with them in responsible, safe, healthy and life-giving ways.
- We seek to prevent further victimization both through reducing recidivism by offenders and increasing public awareness in the wider community. It is through education about the roots of violence and abuse that our communities become safer.
- We accept God's call to radical hospitality, sharing our lives with one another in community and taking on risks in the service of love.

Healing and Rebuilding Our Communities (HROC) Philosophy
The African Great Lakes Initiative (AGLI) in Rwanda, Burundi, and Kenya developed the Healing and Rebuilding Our Communities (HROC) 3 day workshop program from the Quaker Alternatives to Violence Program (AVP) workshops run in US prisons. The workshops are run with perpetrators and victims of extreme violence in Rwanda, Burundi, Congo, Kenya, Tanzania, and Uganda. The principles are:

- Principle #1: In every person, there is something that is good.
- Principle #2: Each person and society has the inner capacity to heal, and an inherent intuition of how to recover from trauma. Sometimes the wounds are so profound that people or communities need support to reencounter that inner capacity.
- Principle #3: Both victims and perpetrators of violence can experience trauma and its after-effects.
- Principle #4: Healing from trauma requires that a person's inner good and wisdom is sought and shared with others. It is through this effort that trust can begin to be restored.

20 From Peaceways, Fall 2007, Vol II
• Principle #5: When violence has been experienced at both a personal level, and a community level, efforts to heal and rebuild the country must also happen at both the individual and community level.

• Principle #6: Individuals healing from trauma and building peace between groups is deeply connected. It is not possible to do one without the other. Therefore, trauma recovery and peace building efforts must happen simultaneously.
**Trespass and Trust: Quaker Meetings and Sex Offenders**  
by Daphne Glazer, Britain Yearly Meeting

*Margaret Fell warned that 'the Light will rip you open. I Nevertheless at the same time that we see the truth about ourselves we also see the mercy of God and find forgiveness.* - p.74

Based on the work of Quakers in Britain Yearly Meeting, Daphne Glazer brings together a vast body of experience as she explores the issues surrounding sexual abuse and its effects on people in worshiping communities.

The book is short, well-written and easy to read, with reflective queries closing each chapter. More importantly, it probes deeply into dilemmas of Quaker meetings dealing with sex abuse. Glazer acknowledges that these issues are often difficult for Quakers. With our desire to see 'that of God' in others, we are sometimes unprepared to admit their negative potential. With the emphasis we place on peace, we hesitate to disturb the harmony of the group. Therefore, we might try to dodge facing conflict. Yet, for the sake of justice and true community, sometimes we must.

Quakers at UFM will see much in this book that is familiar. Other meetings have faced the same questions. Many have done less, but some have done more. Daphne Glazer makes profound observations and poses challenging questions which, if we face them, may 'rip us open,' but will surely take our work beyond its present level. The Guiding Principles for the Mennonite Circles of Support and Accountability on page 43 is the best summary I've seen for why we need to do this work, and a possible next step for us in our Ministry on Sexual Abuse.

The Subcommittee on Interpersonal Violence has placed six copies of this book in the UFM Library. We have asked the Clerk of meeting, Oversight and Worship and Ministry Committees to read this book. We strongly urge Friends to read and discuss it! We look forward to hearing responses to this book.

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21 Review by Bill Ames, Sub-Committee on Interpersonal Violence for University Friend's (UFM) Gleamings. Books are in UFM library.
Dear Friends,

Early in 2002, a man who had been attending our Quaker meeting identified himself as a sex offender. He had been placed in an alternative sentencing program which required him to attend counseling and to participate in a faith community. As he had been a member of a Quaker meeting before, it seemed logical for him to come to us. After all, we frequently hear Friends declare their belief in 'that of God in every person'. So, why not in a sex offender?

This man had made a mistake and was trying to make amends. According to the judge, he was not likely to reoffend. It seemed clear, at least to some, that we had an obligation to bring him in. However, when we began to discuss this issue in our Meeting, we discovered that a number of our members and attenders had strong reactions against it. Some were survivors of sexual abuse and their anxieties were re-activated by his mere presence. Others, concerned with the safety of children, didn't trust that adequate safety precautions could be put in place. Another group was upset that this issue absorbed so much time and effort when there were other pressing concerns in the world for Quakers to attend to. And, finally, those lookin'g for a refuge from the world's problems were not able to find it in our Meeting. We had become a laboratory for conflict and conflict resolution.

We embraced a plural ministry. We asked ourselves--and we are still asking--how to offer compassion and support to the survivor and the offender, while also paying attention to the overall wellbeing of the community. It has been awkward. After years of trying, we still don't have a clear vision of what we are called to do, or a clear plan for putting our faith into action.

Our community is dealin' with trauma. How we deal with it matters tremendously. Quakers have always identified themselves as peacemakers, as healers of the social fabric. How we deal with trauma within our meetings is an indicator of how skillfully and consistently we are living our Quaker testimonies. Do we really believe what we claim to believe? Do we have the wisdom, strength and courage to live our beliefs?

*Physical Trauma and Spiritual Trauma*

As a massage therapist, I work a lot with helping people overcome physical trauma. As a mediator and compassionate listening facilitator, I'm also interested in helping people overcome spiritual trauma. Recently, I have begun to meditate on similarities between

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22 Bill Ames, a member of Seattle University Friends Meeting, teaches English as a Second Language and is a licensed massage therapist. Published in Western Friends Journal, June 2011
the two. For me, there are some striking parallels between physical and emotional trauma and their healing process.

In the body, when there is insufficient circulation in the muscle tissue to carry away the toxins, the muscles become painful and may go into spasm. Similarly, when our minds are cold and stiff, toxins such as fear, anger and resentment may build up. When there is too much toxin, it can provoke spasms of destructive behavior. Massage helps to bring circulation back into the muscle tissues, allowing them to warm up, relax and soften. The circulation carries the toxins away and the pain is relieved.

Also, as the body form's scar tissue, collagen fibers get laid down in a random pattern, often causing adhesions and contractures in the skin, muscles and other connective tissues. The tissues can stick together, sometimes making it painful for the body to move in its normal way. The problem can be treated, though, if the collagen fibers are broken up by different kinds of (often painful) cross-fiber massage and then the tissues are stretched. This helps the new collagen fibers align themselves with the fiber direction of the original tissue.

Massage does not always mean comfort. It may be painful to stretch out a muscle or joint that has been immobile for a long time. It may hurt when the massage therapist applies pressure to a release knot in the client's back, or uses cross-fiber friction to break up the adhesions in their shoulder. Similarly, the work of spiritual healing may also involve pain: It almost certainly hurts when we confront our own fear and anger, when we find inconsistencies in our lives or realize we have done wrong. Nevertheless, it is worthwhile to move through the pain toward healing and reconciliation, toward freedom.

Typically, a person who has been wounded spiritually will build up lines of defense around their wounds. These are the equivalent of scars, and may leave the person with spiritual hyper-sensitivities or blind spots. The person may react in a massive way-like an allergic reaction-- to something a non-wounded person would find innocuous. Or, they might fail to react in a threatening situation. In either case, their behavior is difficult for the non-wounded person to understand. Those who would like to help, especially if they are not trained in dealing with trauma, quickly find the job harder than they had imagined. They often find themselves challenged to look at their own unresolved trauma, at their own fear, anger, shame, disappointment, loneliness andsiri.

This is Where massage and spiritual healing diverge. When massage therapists seek to provide an opportunity for healing by working to soften and stretch the tissues, it's usually a one-way transaction. When a worshipping community seeks to soften and stretch attitudes and ideas, it's community-wide, and may have profound impacts on the community itself as unresolved issues come to light and the community tries to deal with them. The process may be painful, but it can provide a tremendous opportunity for growth.'
What can the Community Do?

Seek Clearness
The question of whether to admit a sex offender into our community raised fundamental questions about our Quaker identity and about how we find balance between justice, safety and compassion.

The community needs to study its spiritual foundations for wisdom and guidance in this particular situation. It needs to go very deeply into the heart of its beliefs and aspirations in order to devise a simple, clear spiritual statement of love and respect for all. This process requires time, effort and patience, but is supremely important.

In her book Trespass and Trust, Daphne Glazer provides an outline of how such a statement might look. Its key points are an affirmation that we are called by a loving God to take part in the healing of the world, that we are called to seek out that which is good in all people, for everyone has an element of the divine in them, and that we are called to take risks for our faith.

Set up protocols---Be Prepared and Be Informed
It's essential for the worshipping community to think about how to create a safe environment for everyone. Victims need to know there is a system of support for them in place. Offenders need the support of clear boundaries to protect them from false accusations and to keep them from re-offending. Finally, the community at large needs to take a careful look at childcare and youth supervision arrangements. People who work with the children should be given a background check, and a system should be set up to make sure no adult is ever alone with children.

The Meeting at large also needs to provide education to the community's children and adults. Every member of the community would benefit from understanding and being alert to 'red flag' behaviors which may indicate abuse. If they recognize them and challenge them, they may be able to prevent sexual abuse or to stop it once it has started.

Include Everyone
*Community is the people we talk to and those who listen to us.*

For a variety of reasons, some people are less able than others to express their needs and they can be drowned out in the rush to be heard. Some don't know how to articulate what they are feeling or are as yet unaware of what they might contribute. The community needs to stimulate and encourage them. Some have been silenced. In the past or present, they have been taught that speaking is dangerous. They have a powerful need for the healing and support community can give, but they have been denied access. Our community has an obligation to seek them out, to help break down
the barriers of fear and shame that may surround them, and to make sure these voices can be heard.

In the way we organize dialogue, we need to create conditions where people feel safe to share their needs and feelings. We should make a commitment to listening as a community and actively invite people to share their story, telling the truth as they know it, without trying to comment on it, judge it or fix it.

**What Can the Individual Do?**

**Listen from the Heart**

Among Quakers, worship often involves sitting in silence, clearing the mind and listening for what God might have to say to us. This is also practice for compassionate listening. Compassionate listening is a way we can help each other through listening. We invite the person whom we would like to support to tell us their story. We listen with attention and may reflect back to them what we have heard. We listen without judgment. We hold back from giving our own ideas, interpretations or advice. We simply try to connect with the person on the level of the heart.

This sounds simple, but is actually difficult to do. Often, when we think we are listening, we are unconsciously reacting, judging, planning, daydreaming or problem solving. We frequently don't realize when we have stopped listening. Also, whether we realize it or not, our minds and bodies are closely interconnected. Something happening in our minds will be reflected in our muscles, our hearts and in our breathing. If we fail to notice that our breathing has changed, or that the feeling in our throat, chest or stomach has changed, we may be unaware of what we are feeling. What we feel in turn, affects how we listen. Therefore, it is important to pay attention to what is happening in the body.

**Listen to the Heart**

In our own lives there may be residues of fear, pain, resentment or denial. These may cloud our judgment, making us less able to be present with others, less rational and less predictable. This unfinished business makes us less safe for others to be with. Consequently, if we wish to be useful in healing the world, we have to do some spiritual housekeeping.

For centuries, Quakers have used meditation on queries as one way to help find new insights and to point up inconsistencies. Some examples might be as follows:

- "If I truly believe in 'that of God in every person', what must I do to make contact with 'that of God' in this person?"
- "How might I be able to apply the dictum, "First, let us try what Love can do," in this particular situation?"
- "How might I be able to show compassion for myself and for others in this situation?"
• "How am I contributing to the suffering of the world, and what might I be able to contribute to its healing?"

Perna Chodron is an American Buddhist teacher in the Tibetan tradition. In her book Practicing Peace in Times of War (Shambala Press 2007) she describes a meditation practice called 'compassionate abiding.' She says that when we're faced with painful feelings, our normal impulse is to push them away or try to control them. As we struggle to control our feelings, we lay judgments and interpretations on them. They become very solid for us, and we give way to the temptation to do something about them.

Instead, we might try simply to sit with one of those uncomfortable feelings, and as we breathe in, to experience the feeling as strongly as possible; and as we breathe out, to relax. We should notice what thoughts come into our minds, but let them go as we breathe out. Our thoughts and feelings about what we are feeling are just that, thoughts and feelings. They aren't enemies we have to struggle against. She says, "It's not anything except energy that gets solidified and that we justify and then, on the basis of that justification we hurt people .... Gradually we learn to simply abide with our experience just as it is, without building it up or tearing it down, without getting carried away, knowing our own unfabricated energy as the same fluid, dynamic, unpindownable energy that courses through all living beings." (p.83)

Share From the Heart
Fear and shame keep us from speaking, from asking questions or from seeking help. They keep us powerless. Overcoming them is a big part of the work of healing. As we move in the direction of overcoming fear and shame, we also acquire more personal power.

Muscles require exercise in order to become strong, and so does your voice. It is important to put your experience into words, to talk about it with family and friends, to express your fear, anger, confusion and shame. By attempting to put your experience into a concrete form, you may be able to gain deeper insight into it. By seeing how others react to the expressed form of your experience, you may gain insight into how to deal with it yourself. By sharing your story, you provide your community a chance to know you, to know your needs and to give you support.

Your experience and your example might mean a great deal to someone else. Your little bit of courage might encourage someone else to talk about, and gain more insight into their own experience. You are not doing this for yourself only, but for those you love and for your community. After all, our community is the people we communicate with. The more deeply we communicate with people, the deeper our relationship is likely to be.
Conclusion

We all suffer from the effects of unresolved trauma around us. Fear, anger and resentment affect our spiritual and interpersonal life like scar tissue affects our tissues. They restrict our movement, making us stiff, and afraid of pain. Yet we want to heal. We want to be able to move freely, without fear. We want to be able to express our needs, share our stories and tell our truth.

We are not there yet. Collectively and individually, we have work to do. We must seek clearness about who we are at the deepest level and what we are called to do. We must establish safe boundaries so all are protected and, despite our fear and anger, we must work to create a community where everyone has a voice.

When the worshipping community provides a safe place for spiritual communion in a structure which both comforts and challenges, even the hardest hearts can begin to soften and grow.
Reference Projects and Resource Centers
Healing and Rebuilding Our Communities (HROC) and Alternatives to Violence (AVP)

Friend's Church Africa

African Great Lakes Initiative (AGLI)

Healing and Rebuilding Our Communities (HROC)

Healing and Rebuilding Our Communities (HROC) was developed by Friends Peace Teams from the Quaker Alternatives to Violence (AVP) workshops in US prisons. HROC runs 3 day workshops with perpetrators and victims of extreme violence in Rwanda, Burundi, Congo, Kenya, Tanzania and Uganda. HROC is very successful in rebuilding trust, community, and relationship. You can find out more information about HROC by visiting the AGLI website:

[http://www.aglifpt.org](http://www.aglifpt.org)

The PeaceWays publication of AGLI provides history and detail of the HROC program and is available online at the website. The 2007 edition describes the HROC philosophy which was used by SIV and can be found on the AGLI website using an internet search:

- PeaceWays Fall 2007 Volume II Issue II, Now I am Human.

This edition describes HROC history:

- PeaceWays 2011 Fall, Volume VI, Issue II, The Development of Healing and Rebuilding our Communities (HROC)

This edition describes the programs implementation in various countries Central and East Africa:

- PeaceWays 2012 Spring Volume VII Issue I, Healing Wounded Hearts: AGLI's Programs in Central and East Africa

And finally, the following editions are also of interest although less directly:

- PeaceWays 2011 Spring Volume VI Issue I, Assessing the Immeasurable: Attitude Changes that Promote Peace
This work is very heartening. It is possible for perpetrators and victims to look deeply into each other and see that of God. There is much we can learn and use here in the US, as the AVP program comes back to us with rich with African additions.

Query: Is there anything here that we can use in our meeting, our Jives, our relationships to help us connect with each other when abuse and harm have broken trust, safety, and our connection with that of God in all of us?
King County Sexual Assault Resource Center (KCSARC) Resources

King County Sexual Assault Resource Center (KCSARC)
Renton, WA 98057
Office: 425/226-5062
24-Hour Resource Line: 888.99.VOICE
www.kcsarc.org

This is a wonderful resource for King County, and a model program for the country. We’re lucky to be close to the Renton offices.

KSARC offers free educational services, brochures, and handouts on the web (www.kcsarc.org), over the phone and in the office.

KSCARC does a collaborative Interfaith: Symposium with faith community members and the Department of Corrections (DOC), as well as a monthly Interfaith Forum run by the Education Director, and attended by DOC parole officers working with sex offenders. This is open, free, to people from faith communities in King County. Both Bill Ames and Diane Ste. Marie attended regularly for several years. Bill helped plan and run the annual Interfaith Symposium during this time. This was a rich resource for SIV to tap into.

The Education Committee has used them for a speaker resource over the years.

05/2012 Diane Ste. Marie